



# Summary of May 2004 Navy Officer Survey (NOS)

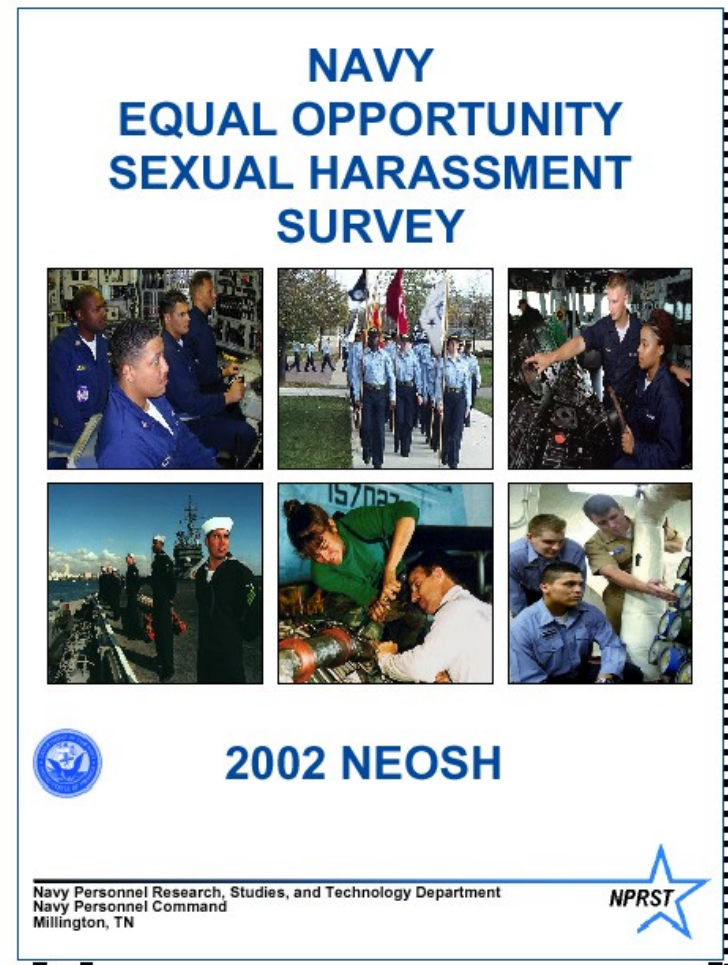
Prepared for 19 Jan 2005  
DSAG

*Achieving Human Resource Solutions Through Innovative Research*

# Background

- **Primary focus of past Navy surveys (e.g., NEOSH) has been EO, discrimination, and sexual harassment**
- **As Navy broadens its diversity efforts to new areas (e.g., mentoring), there is a need to design, test and implement a more specific assessment instrument that can accurately capture the effectiveness of these efforts**

Baseline assessment of diversity, mentoring, and other career-related issues



# Background: Navy Officer Survey (NOS)

NPRST

- **Survey incorporates both direct and indirect measures to assess diversity in the Navy**

Direct measures: Diversity (Mentoring, Values, etc.)

Indirect measures: Career Progression Issues (Assignments, Evaluations, etc.)

- **Comparisons made across traditional diversity groups (race, gender) as well as warfare communities**



## Navy Officer Survey

Dear Survey Participant,

The Navy Officer Survey is designed to help Navy leadership assess important aspects related to officer careers. This assessment will provide Navy leadership with information about general career progression issues as well information on specific topics relating to career success including assignments, promotions, evaluations, career development, mentoring, and diversity. The results of this survey will provide baseline information for leadership to help make positive changes today and shape the Navy of the future.

The success of this survey depends on you. Please answer the questions honestly and to the best of your ability.

Your participation is voluntary. The information you provide on this survey will **NOT** become part of your permanent record and will **NOT** affect your career in any way. Thank you for your participation!

[Click here to take the survey](#)

**Note:** If you have accessed this page using Netscape, please close this page and enter using Internet Explorer web browser. The survey is not configured for Netscape.

The Navy Officer Survey is being conducted by the Institute for Organizational Assessment (PERS-14), at the Navy Personnel Research, Studies, and Technology Department (NPRST) of the Navy Personnel Command. If you have any questions regarding this study, please contact:

For technical questions: [p14d@persnet.navy.mil](mailto:p14d@persnet.navy.mil)

For questions regarding survey: [paul.rosenfeld@navy.mil](mailto:paul.rosenfeld@navy.mil)

or call the Navy Survey Helpline: (901) 874-2202; DSN: 882-2202

# Survey Administration/Response *NPRST* Rate

**Survey start date:**

**March 18, 2004**

**Survey end date:**

**May 17, 2004**

**Original sample**

**11,000**

**Returns:**

**3,746**

**Response rate:**

**37%**

Results  
statistically  
weighted to  
match paygrade,  
race, gender, and  
community  
distribution of  
the Navy officer  
population

**Note: Response rate calculated  
according to formula recommended  
by American Association of Public  
Opinion Research**

**Navy Personnel Research, Studies, & Technology**

# Demographics

- **Gender**

Male: 85%

Female: 15%

- **Paygrade**

WO – O3: 57%

O4 – O6: 43%

- **Race**

White: 81%

African American: 7%

Hispanic: 5%

Asian/Other/Mult: 6%

- **Marital Status**

Single: 19%

Married: 64%

Remarried/Separated/Divorced: 17%

- **Community**

Surface: 15%

Aviator: 25%

Other: 60%

Note: Navy Officer Survey Questions 1-6; Demographics based on weighted data.

# Summary

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- **Good News**

## Career Progression

**Widespread satisfaction among Naval officers across the spectrum of career issues addressed on the survey**

- › For many key career metrics (satisfaction, retention intentions, etc) minority officers as positive as White officers
- › Mentoring is commonplace among Navy officers, over 80% have had an informal mentor at some time in their Navy career

## Diversity

**About 3/4 of officers are aware of Navy's diversity efforts, support them, and have a good idea of what diversity means**

- › Minorities (particularly Black officers) are most positive about diversity efforts

**Three-fourths indicate that leadership at their commands support diversity; 2/3 say that Navy's senior leadership supports diversity**

**Over 1/2 have positive feelings and less than 1/10 have negative feelings regarding diversity**

# Summary (Cont.)

NPRST

- **Areas to Watch**

## Career Progression

**Just over 1/2 of officers are satisfied with mentoring received in the Navy, access to it at their commands, and throughout the Navy**

- › This lack of satisfaction with mentoring was similar for race, gender, rank, and community groups

**Larger gender than racial disparities found across many of the survey topics**

- › Gender differences notable among Surface Warfare Officers

**Some racial disparities on topics specifically related to race and culture (cultural identity, race relations)**

## Diversity

**One half or less are personally committed to diversity or have actively supported Navy's efforts**

- › Personal commitment to diversity lowest among Whites and Aviators
- › Over 40% believe that Navy's diversity efforts are really the same as EO

# Recommendations

- **Brief key players in Navy's strategic diversity effort** ✓
- **Conduct follow-on briefs with CNPC, SPA, CNP**
- **Validate results and measure success of future efforts through follow-up surveys and quick polls**
  - Expand future diversity assessments to enlisted, reservists, civilians
- **Integrate results in Navy diversity education and communication plans to separate fact from anecdote**
  - Increase awareness of gender and community issues within Navy's diversity efforts
- **Conduct additional analyses to determine optimal module items for possible future use as Navy-wide norms on command-level surveys**





# **Career Development**

**Career Preparation**

**Career Path**

**Career Guidance**

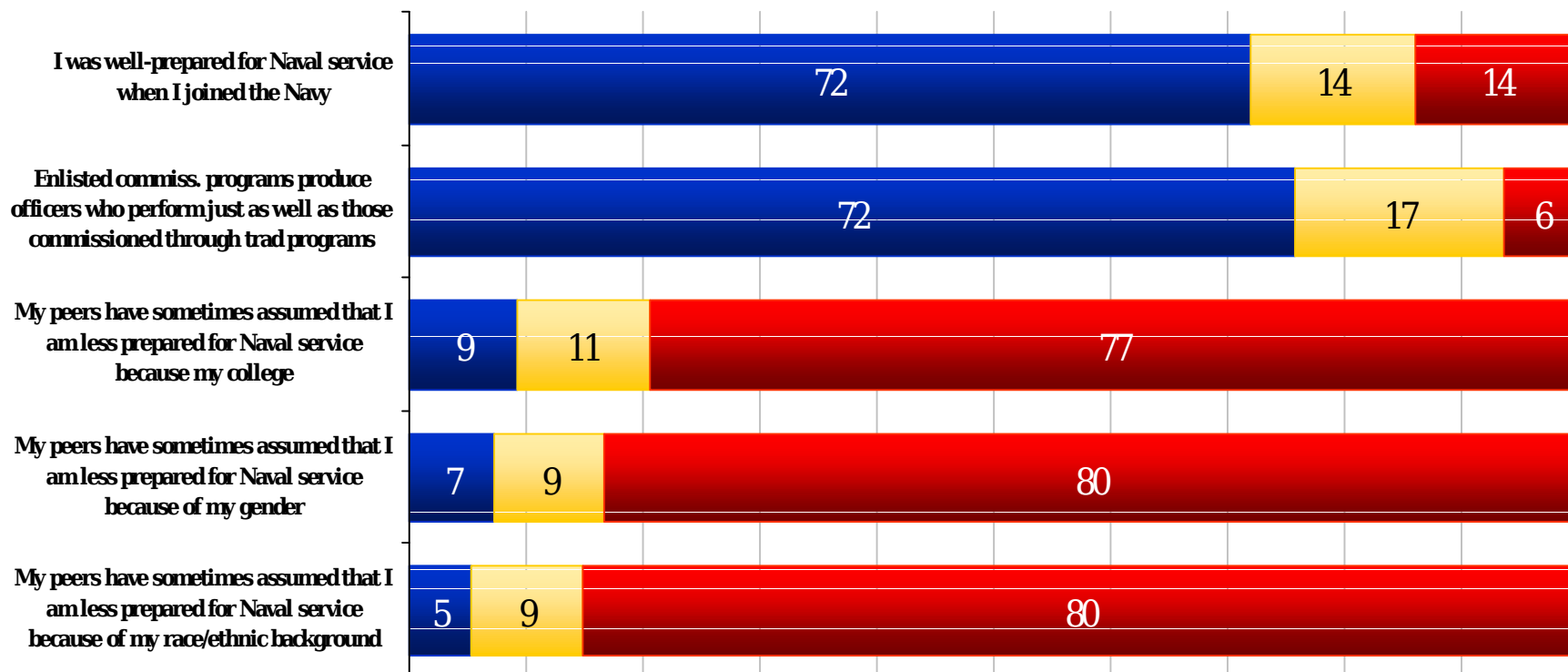
**Mentoring**

***Achieving Human Resource Solutions Through Innovative Research***

# Career Preparation

NPRST

## All Officers

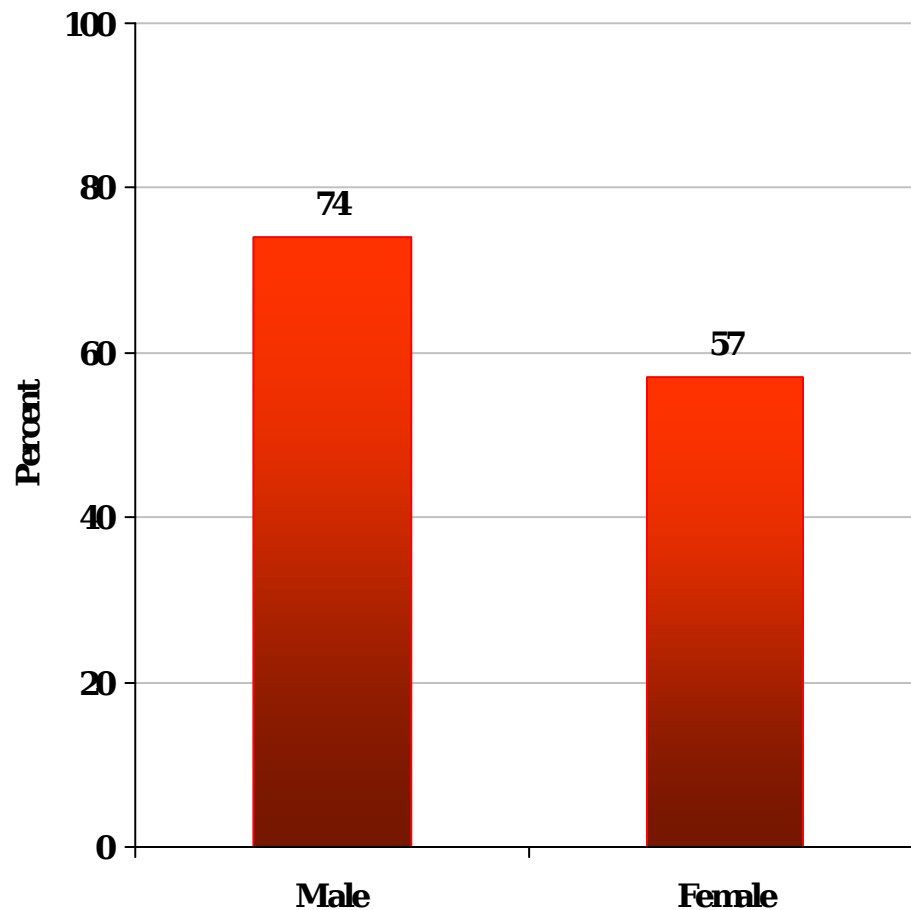
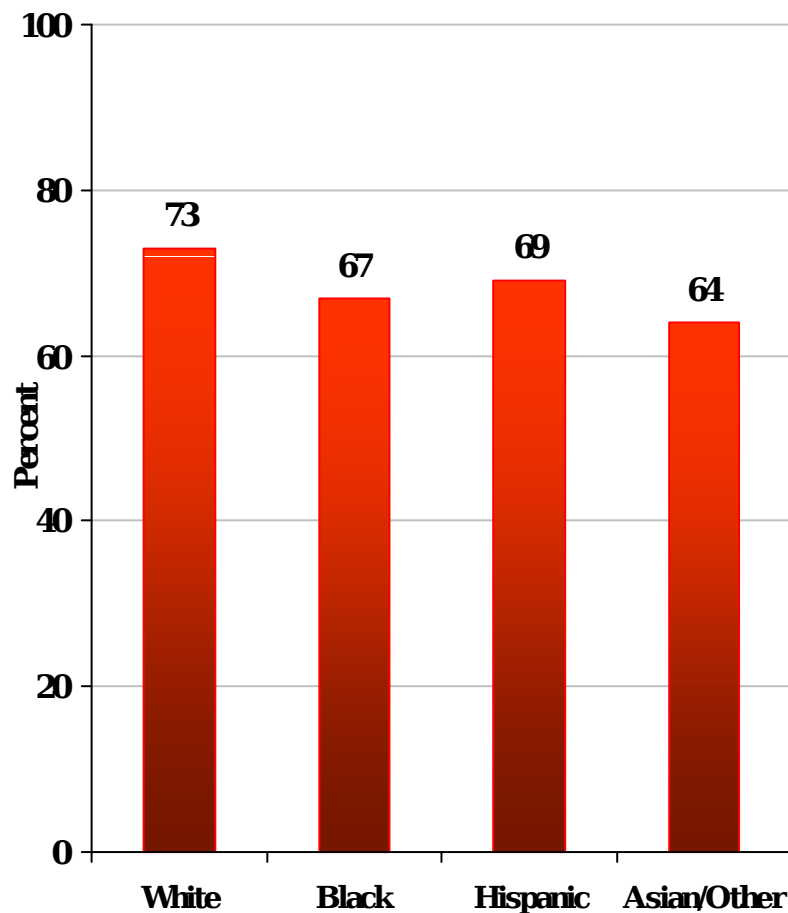


■ Agree ■ Neutral ■ Disagree

Responses of those who chose "Don't know/ Not Applicable" not included

# I Was Well-Prepared For Naval Service *NPRST* When I Joined the Navy: Race and Gender

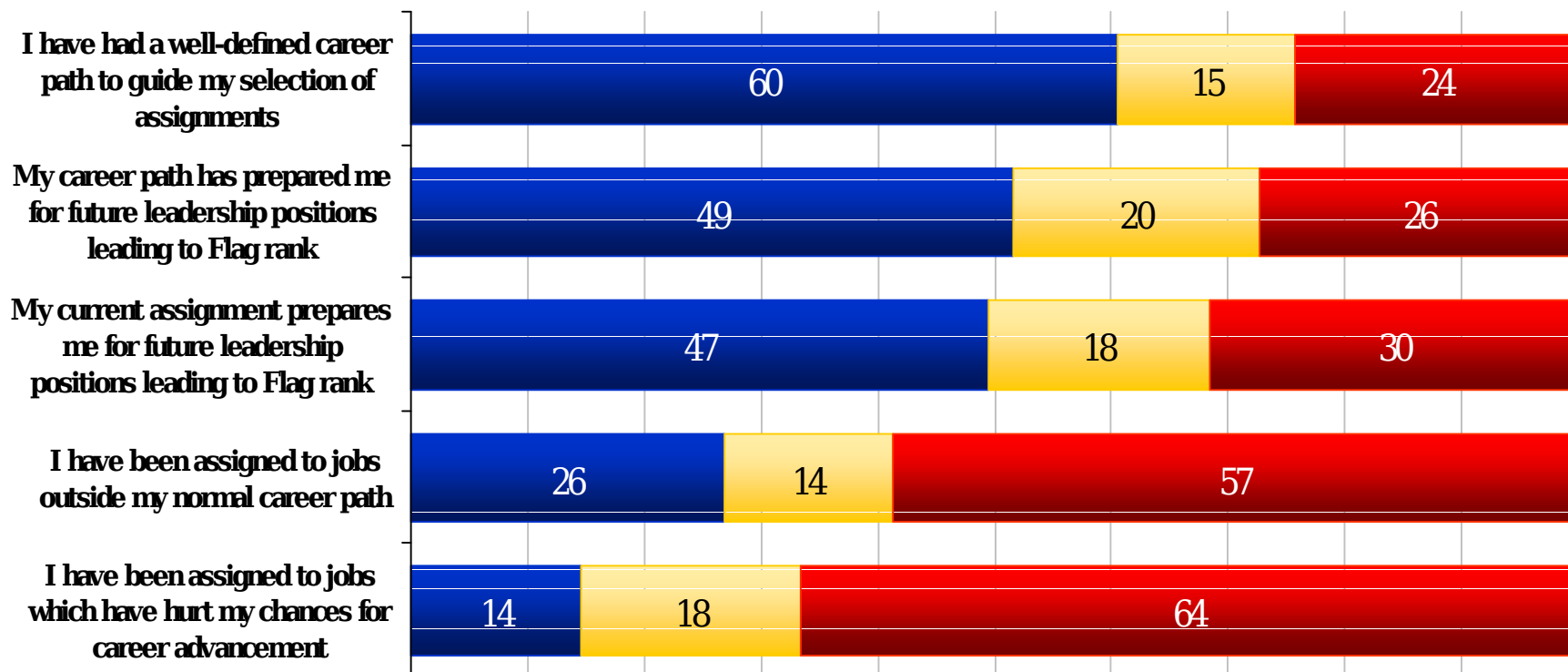
## Percent “Agree” or “Strongly Agree”



# Career Path

NPRST

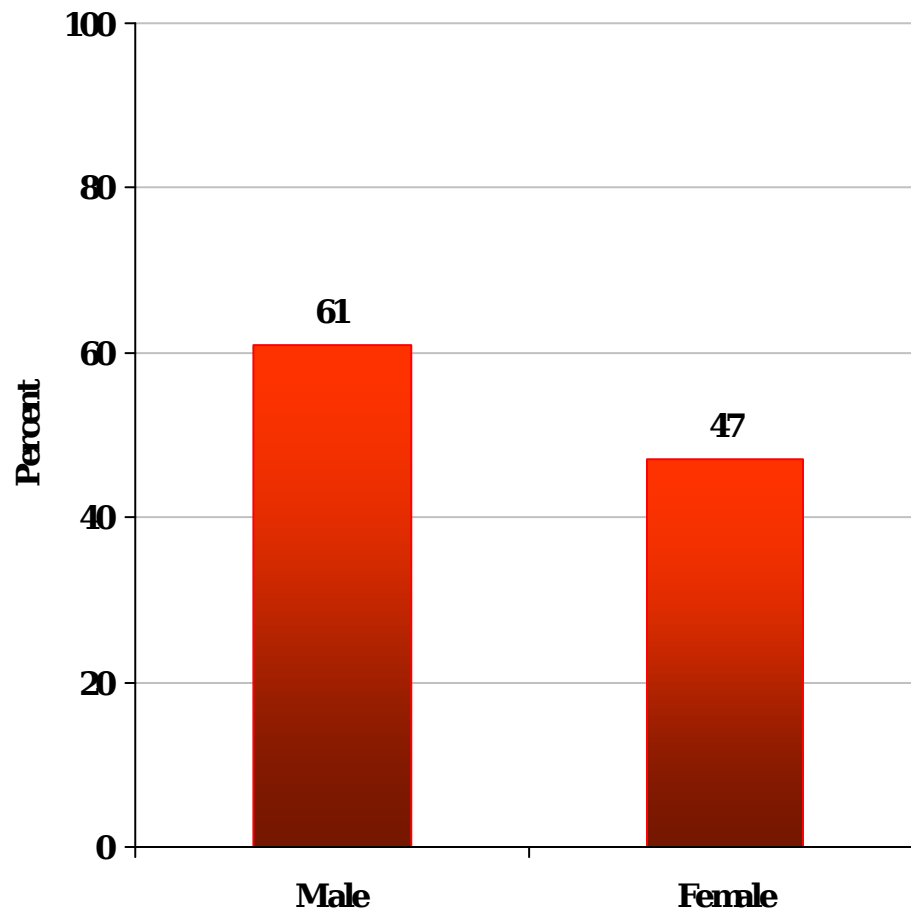
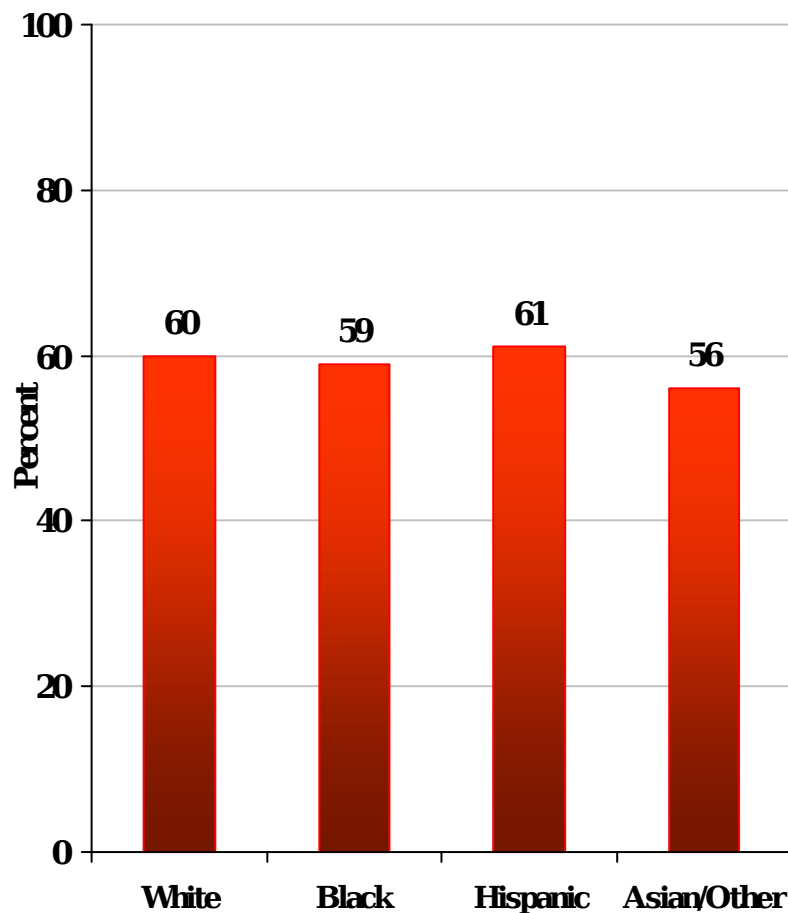
## All Officers



Responses of those who chose "Don't know/ Not Applicable" not included

# I've Had a Well-Defined Career Path *NPRST* to Guide Selection of Assignments: Race and Gender

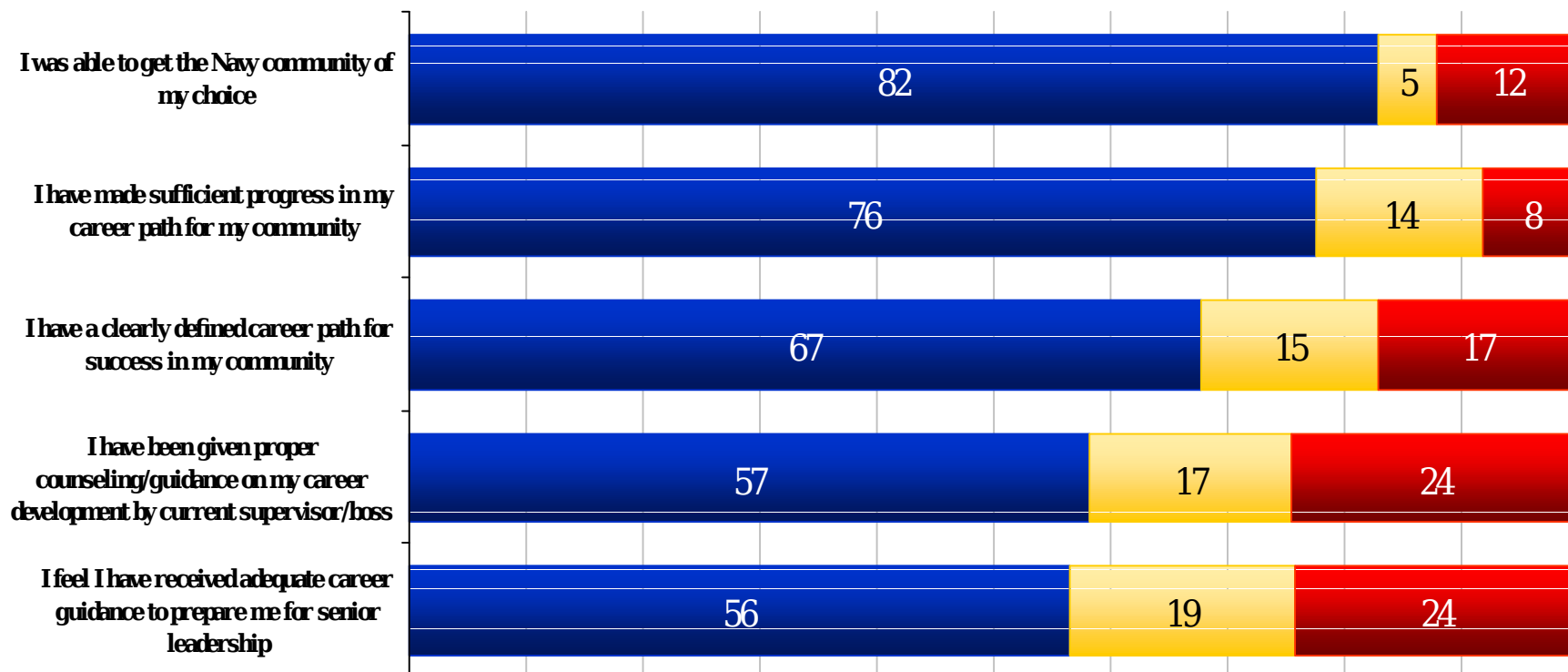
Percent "Agree" or "Strongly Agree"



# Career Guidance

NPRST

## All Officers



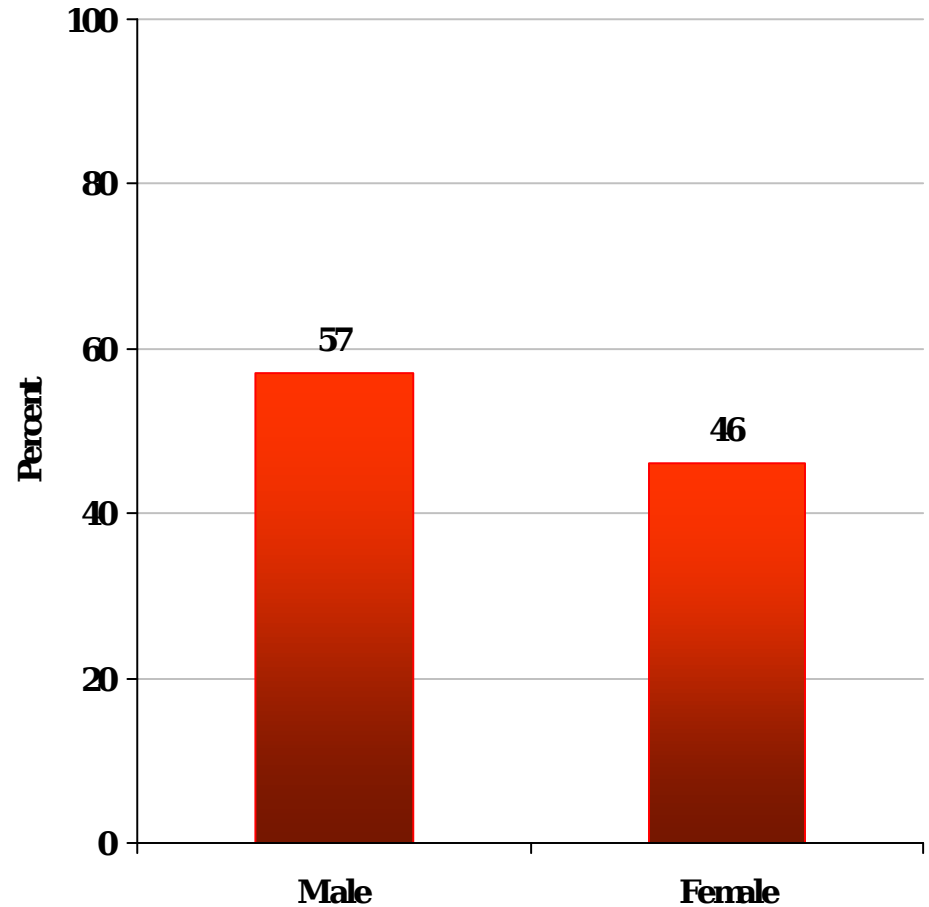
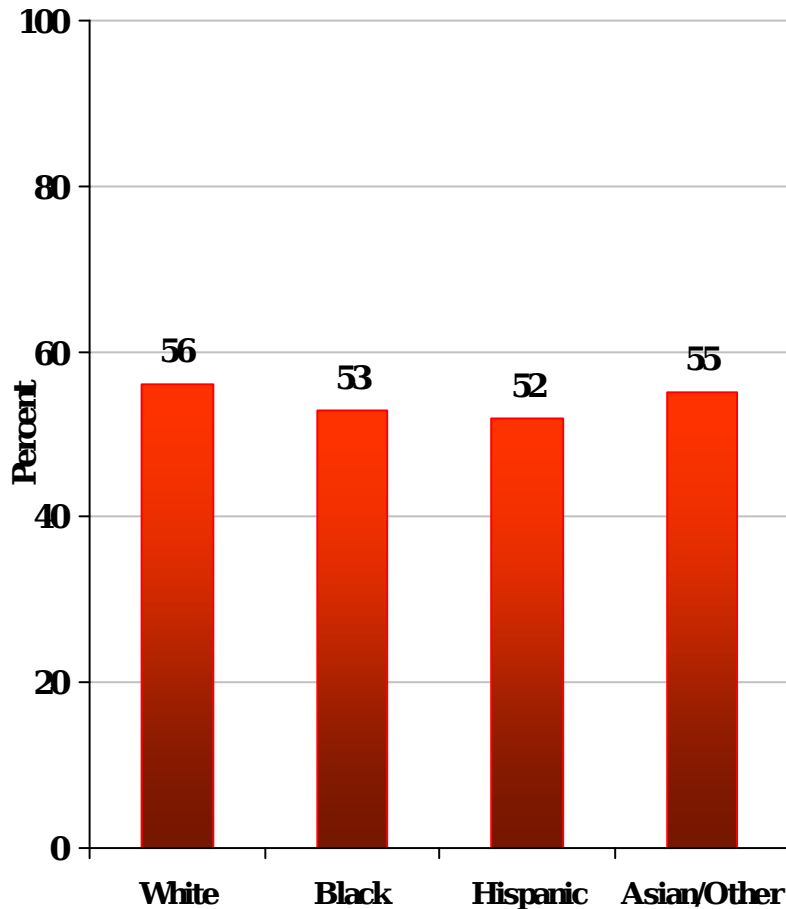
■ Agree ■ Neutral ■ Disagree

Responses of those who chose "Don't know/ Not Applicable" not included.

# I Have Received Adequate Career Guidance to Prepare Me for Senior Leadership: Race and Gender

**NPRST**

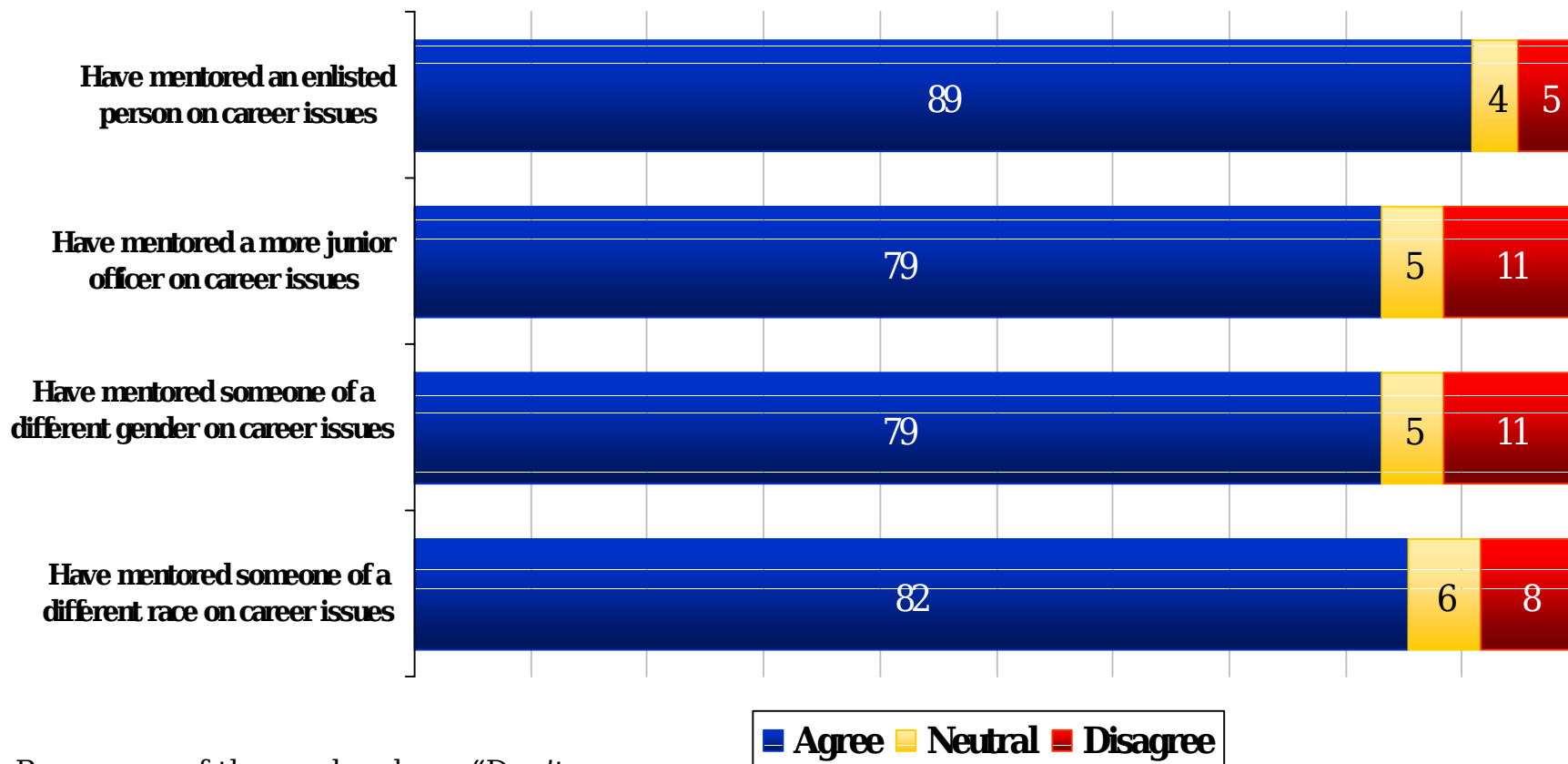
**Percent "Agree" or "Strongly Agree"**



# Mentoring Others

NPRST

## All Officers



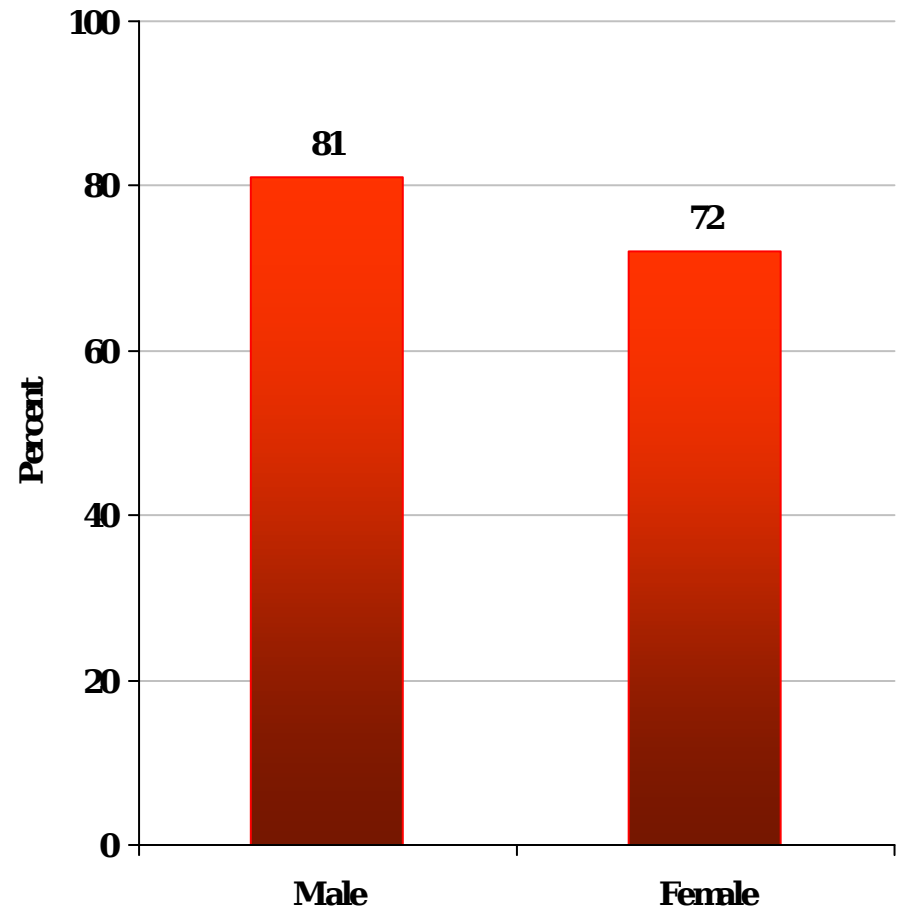
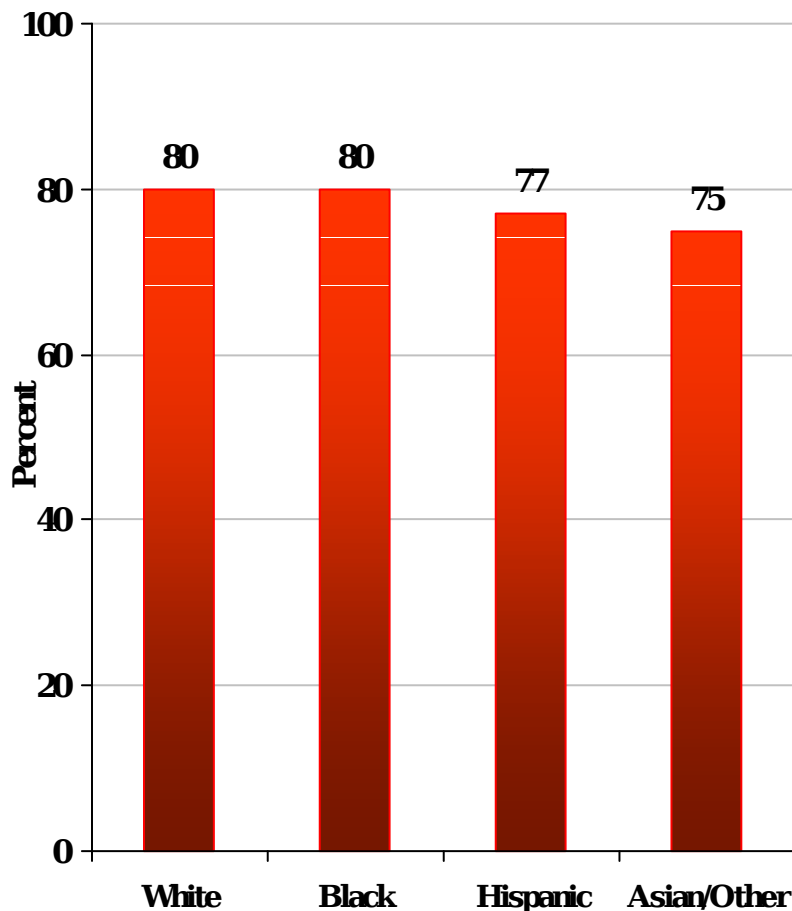
Responses of those who chose "Don't know/ Not Applicable" not included.



# I Have Mentored a More Junior Officer: Race and Gender

*NPRST*

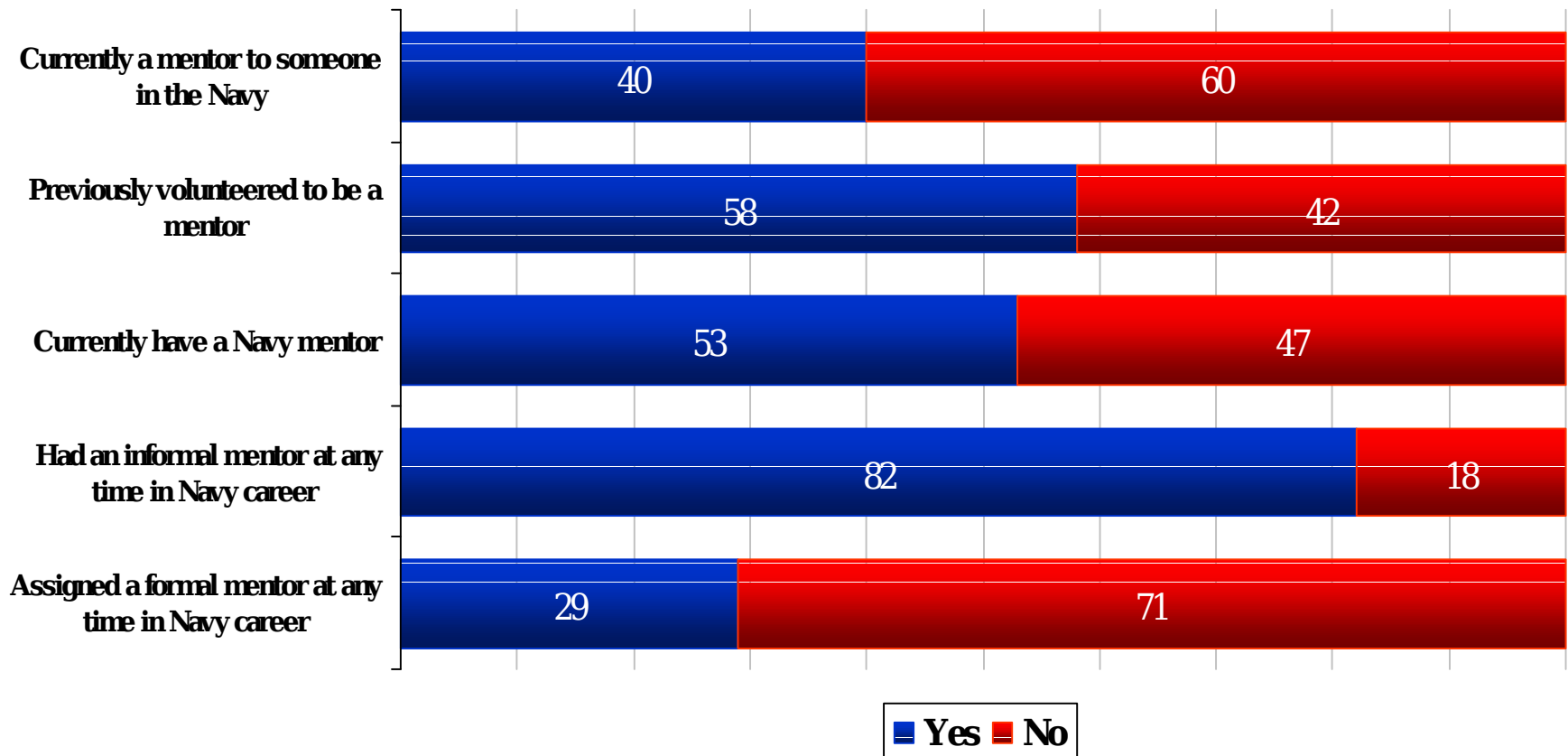
## Percent “Agree” or “Strongly Agree”



# Mentoring: Personal Experiences

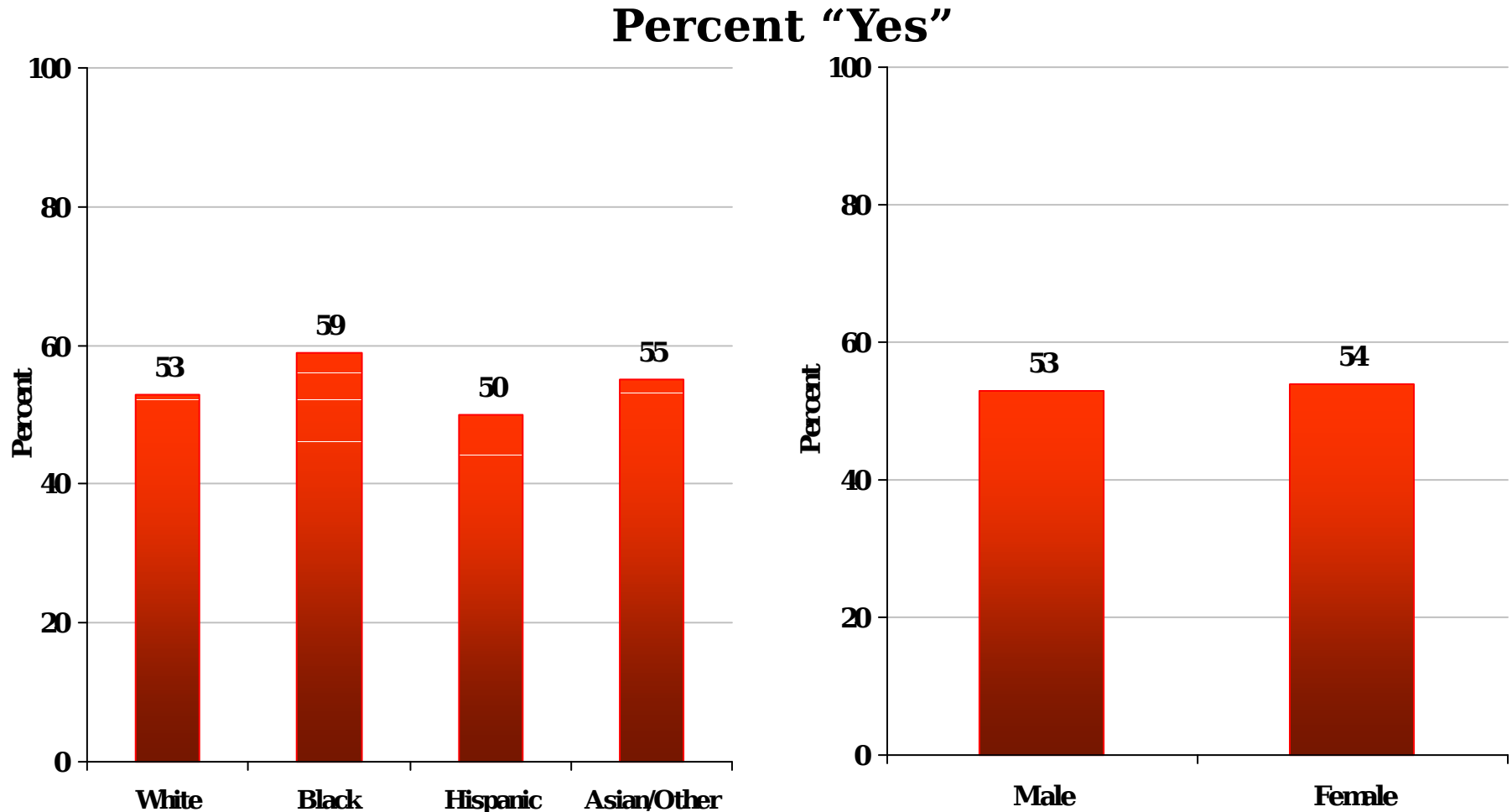
NPRST

## All Officers



# Currently Have a Navy Mentor: Race and Gender

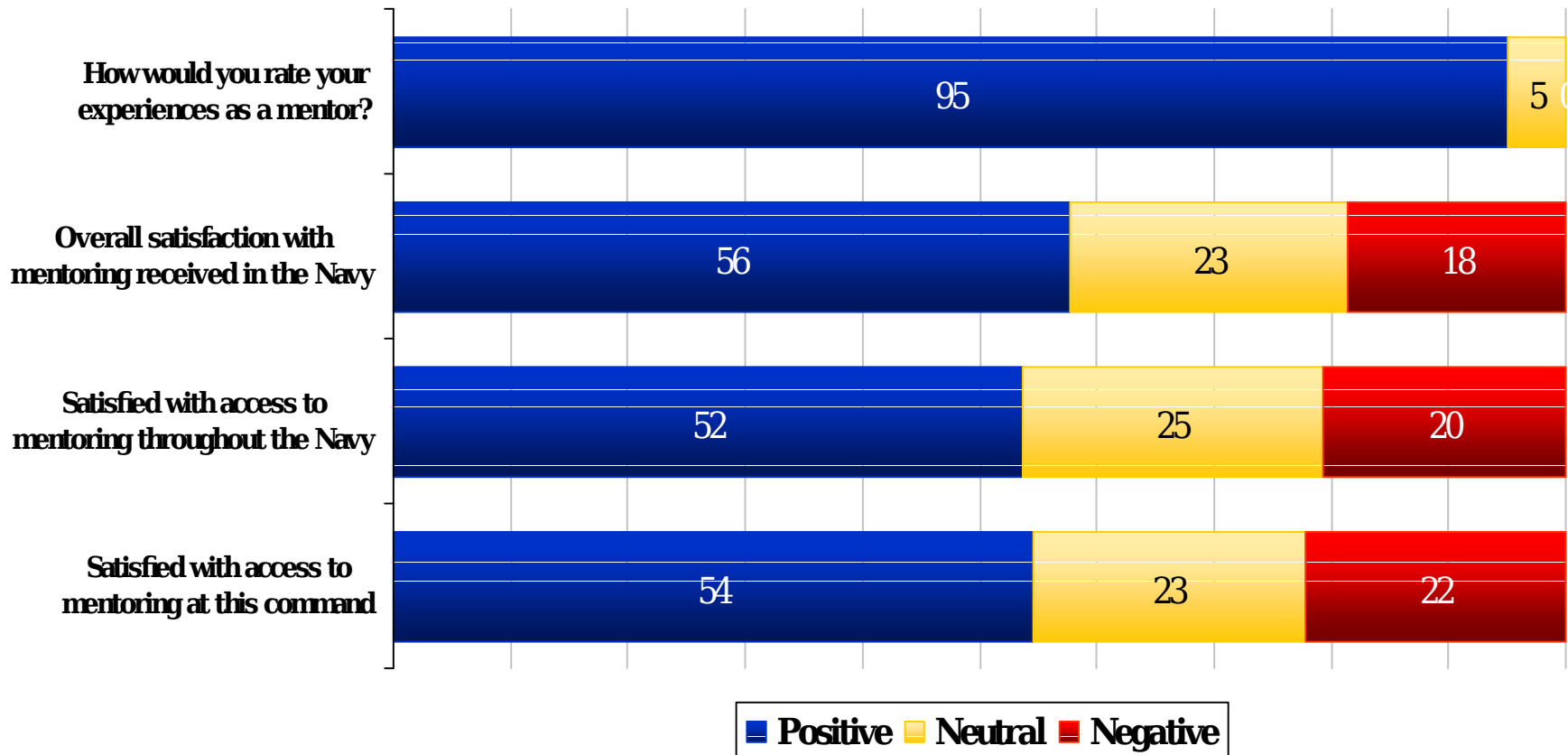
*NPRST*



# Mentoring: Satisfaction

NPRST

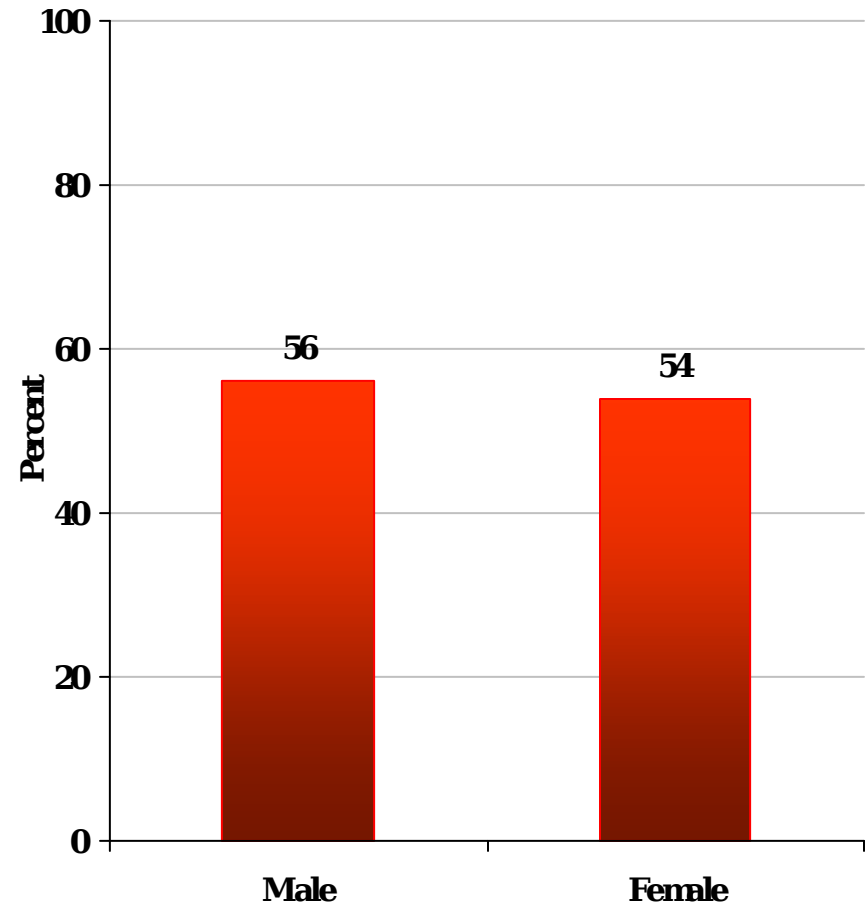
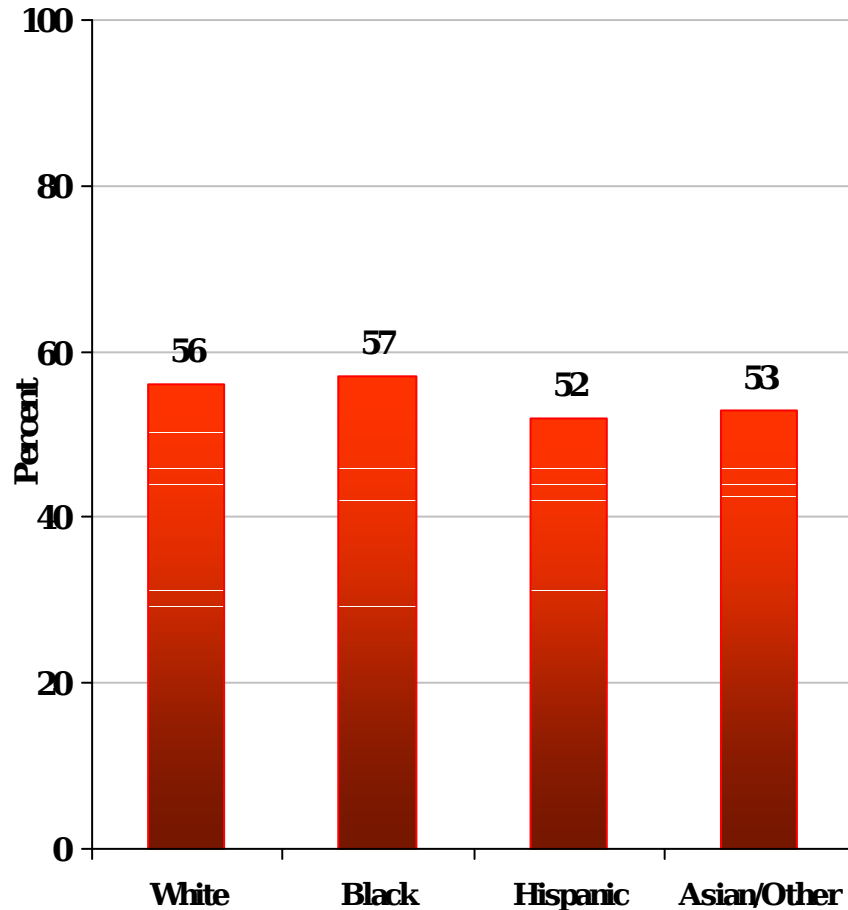
## All Officers



# Overall Satisfaction With Mentoring Received in Navy: Race and Gender

*NPRST*

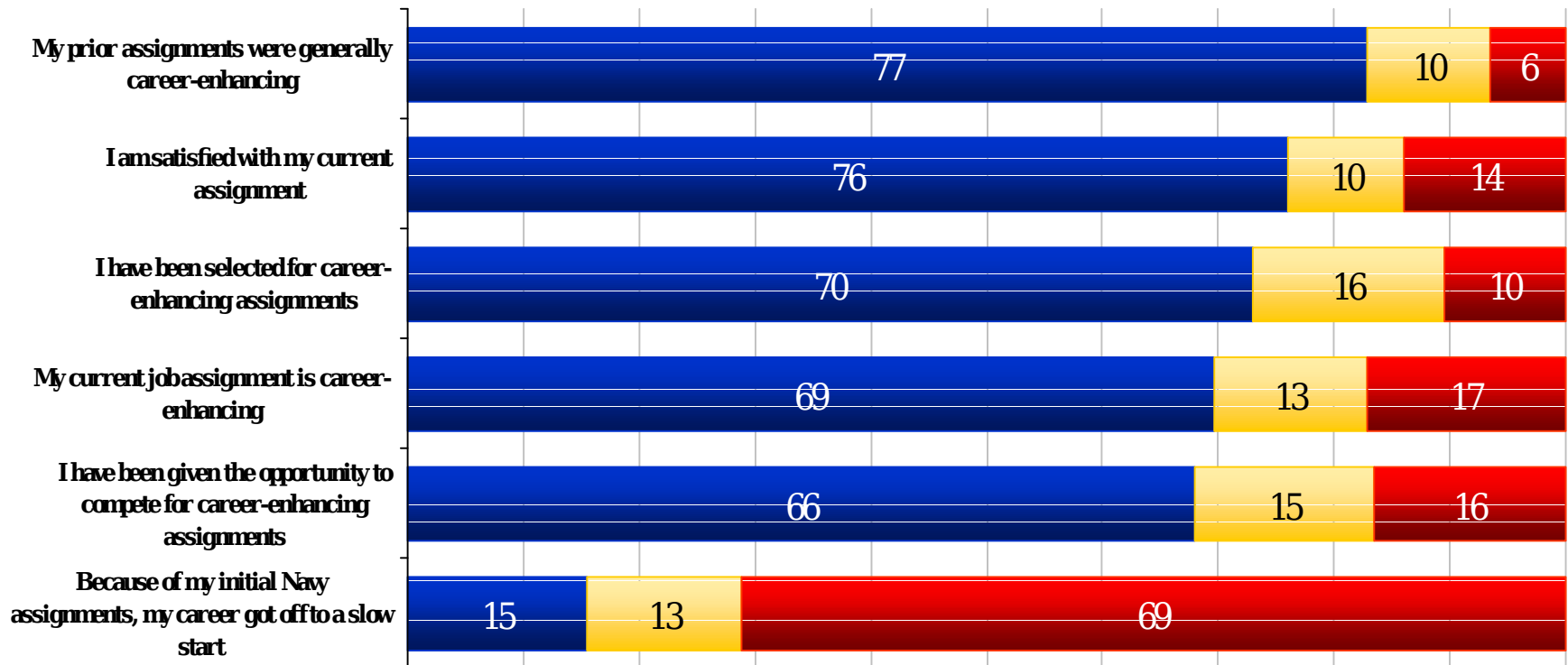
Percent "Positive"



# Assignments

NPRST

## All Officers



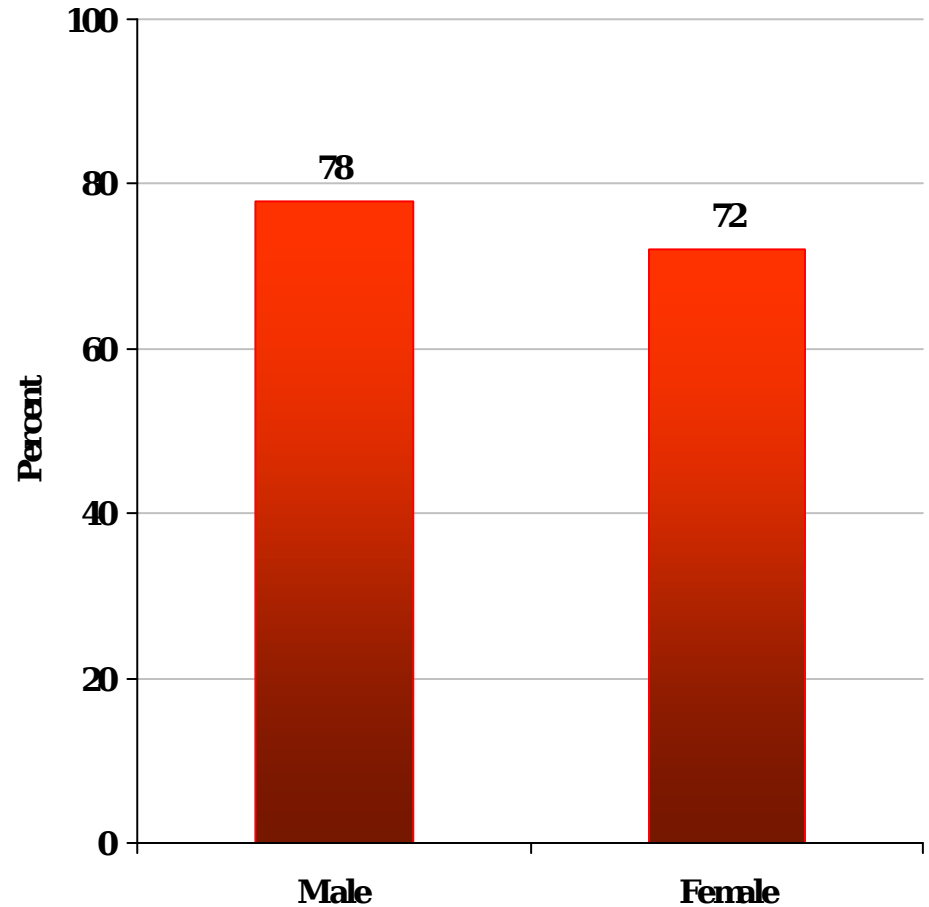
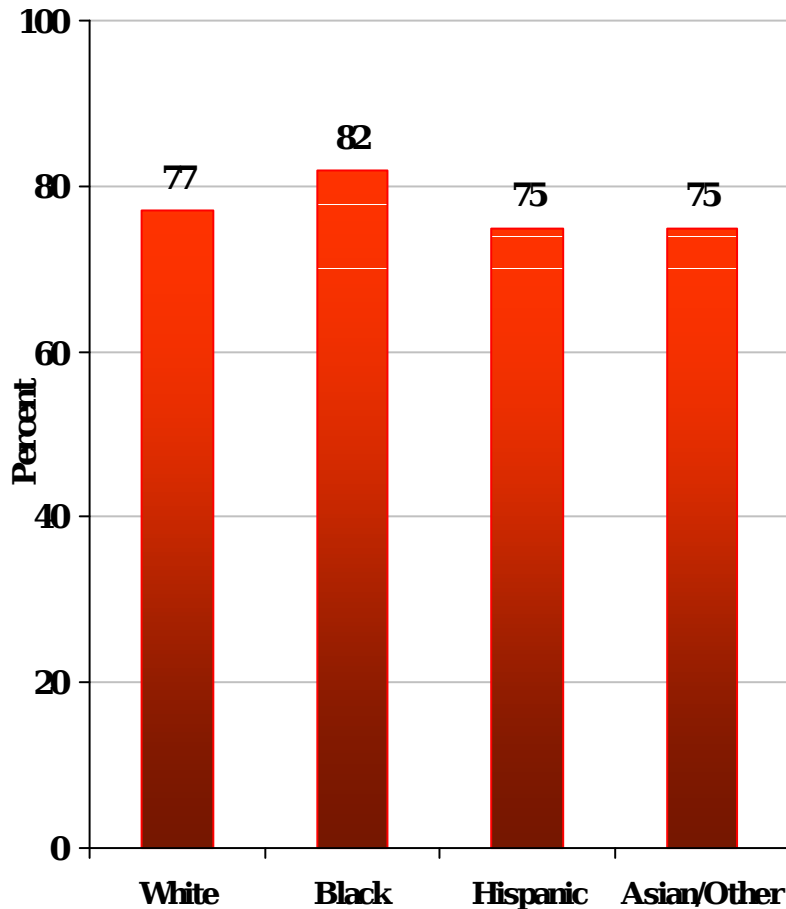
■ Agree ■ Neutral ■ Disagree

Responses of those who chose "Don't know/ Not Applicable" not included

# My Prior Assignments Were Generally Career Enhancing: Race and Gender

NPRST

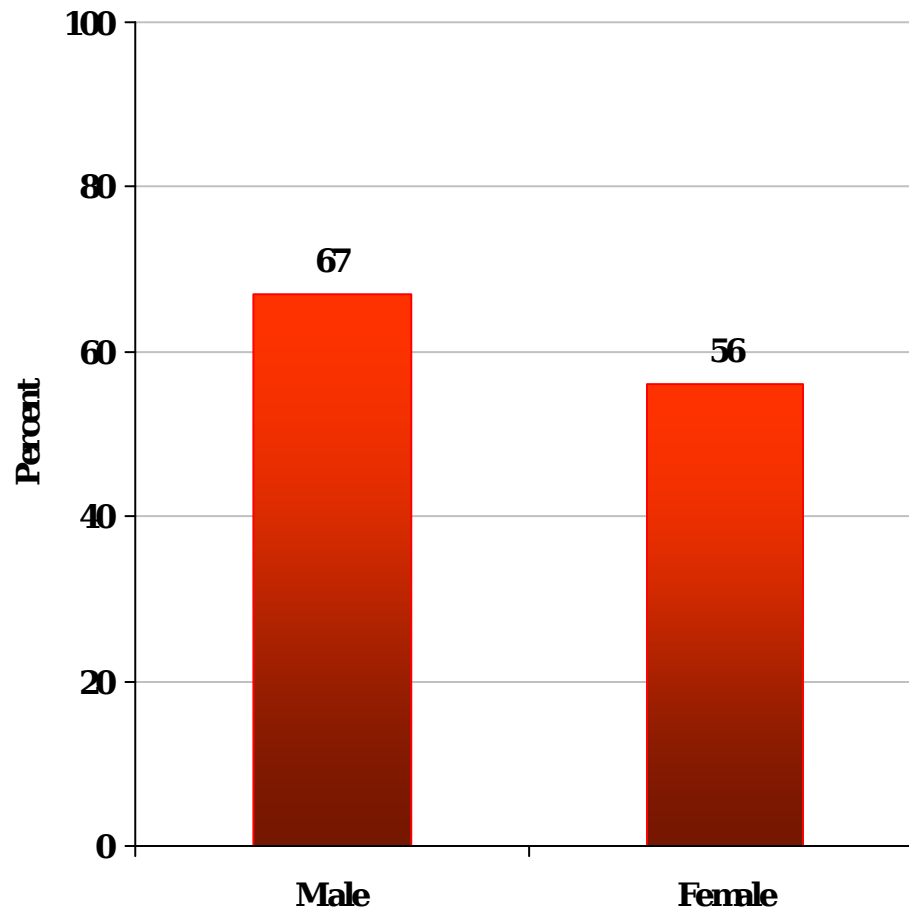
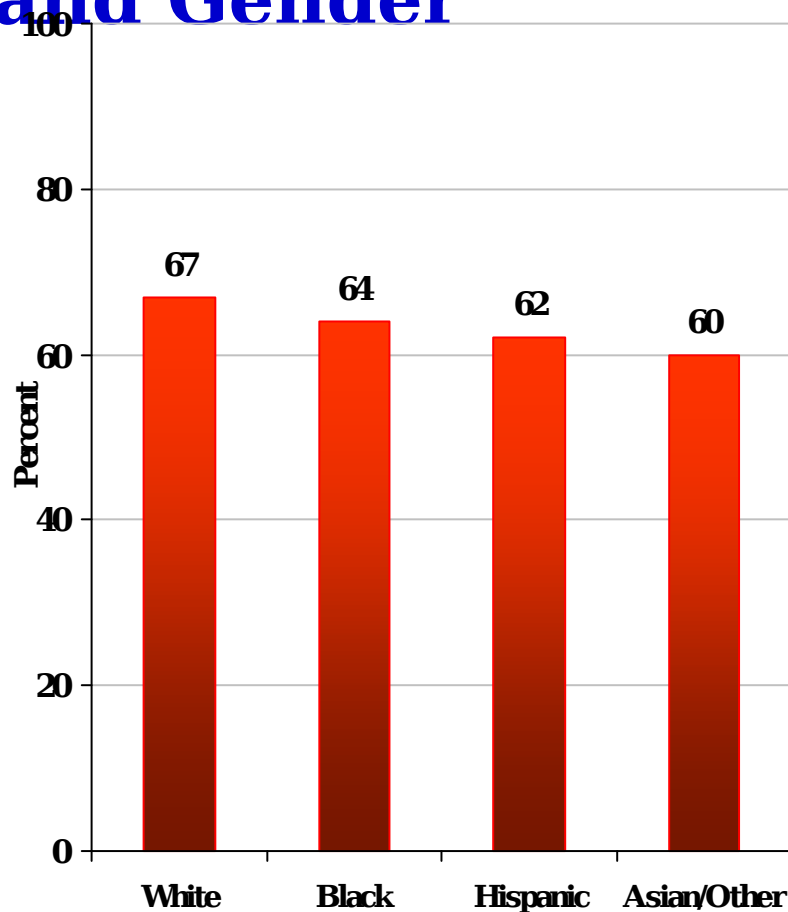
Percent "Agree" or "Strongly Agree"



# I Have Been Given Opportunity to Compete for Career Enhancing Assignments: Race and Gender

*NPRST*

Percent "Agree" or "Strongly Agree"

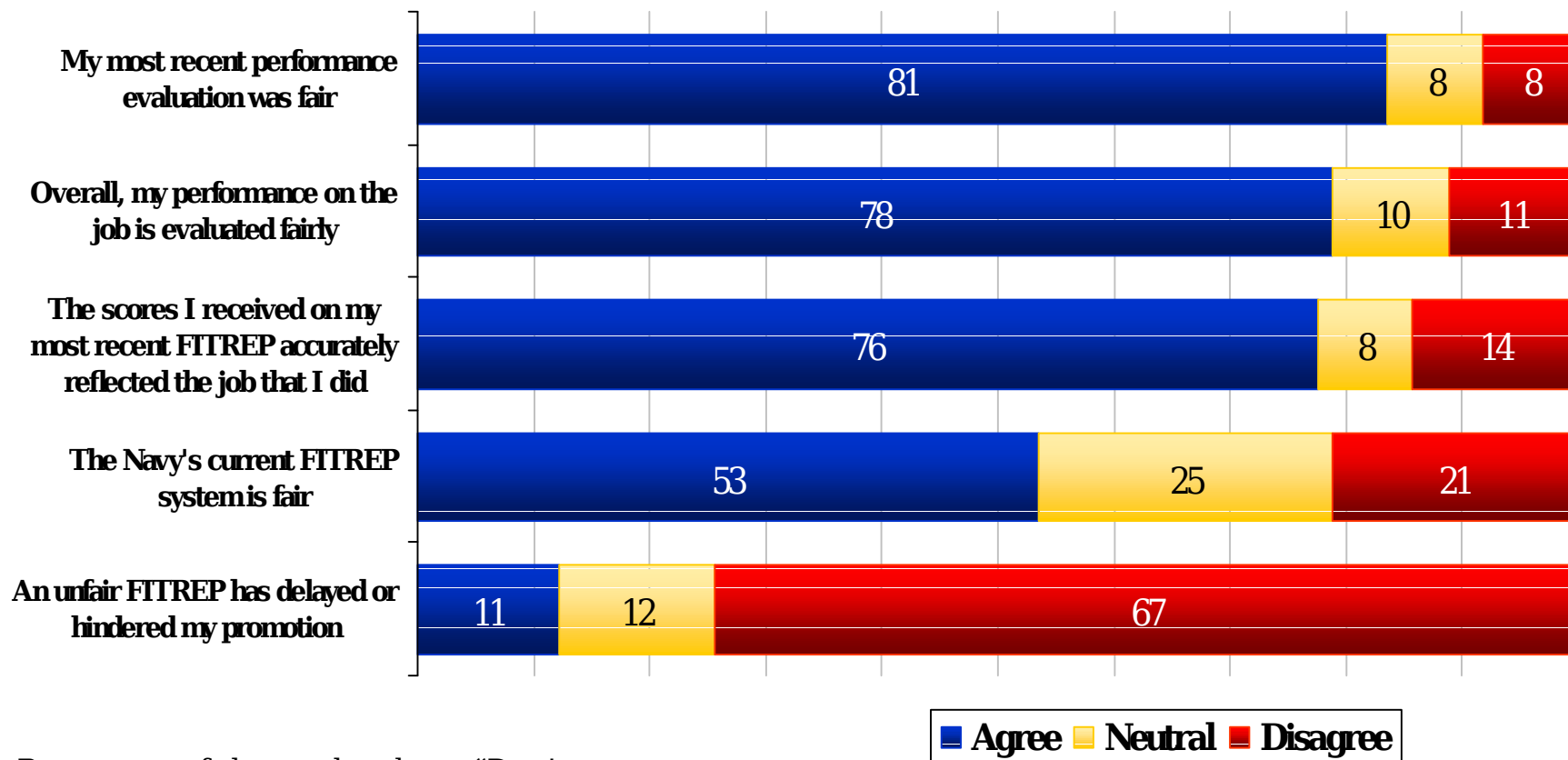




# Evaluations: Fairness

NPRST

## All Officers



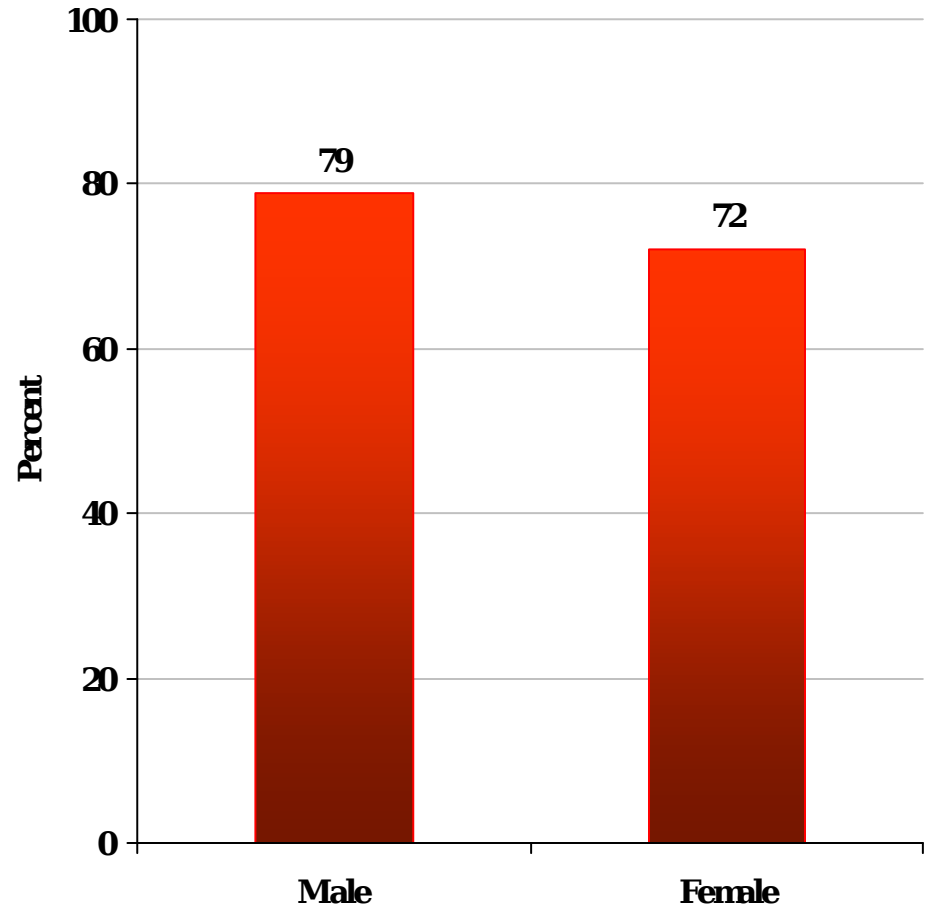
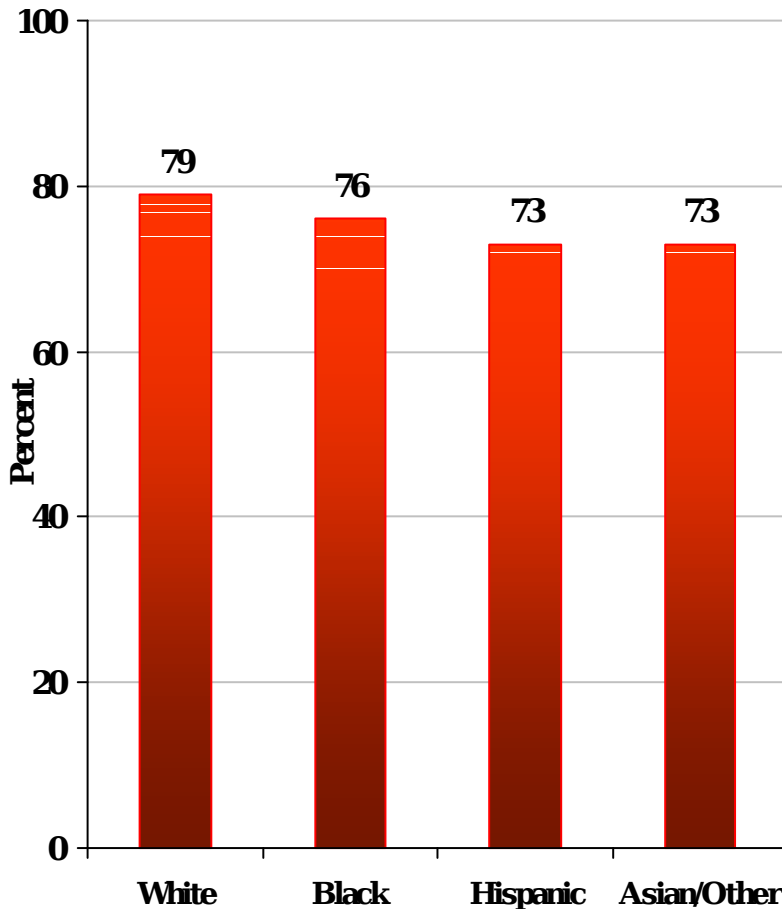
Responses of those who chose "Don't know/ Not Applicable" not included.

# Overall, my Job Performance is Evaluated Fairly: Race and

*NPRST*

## Gender

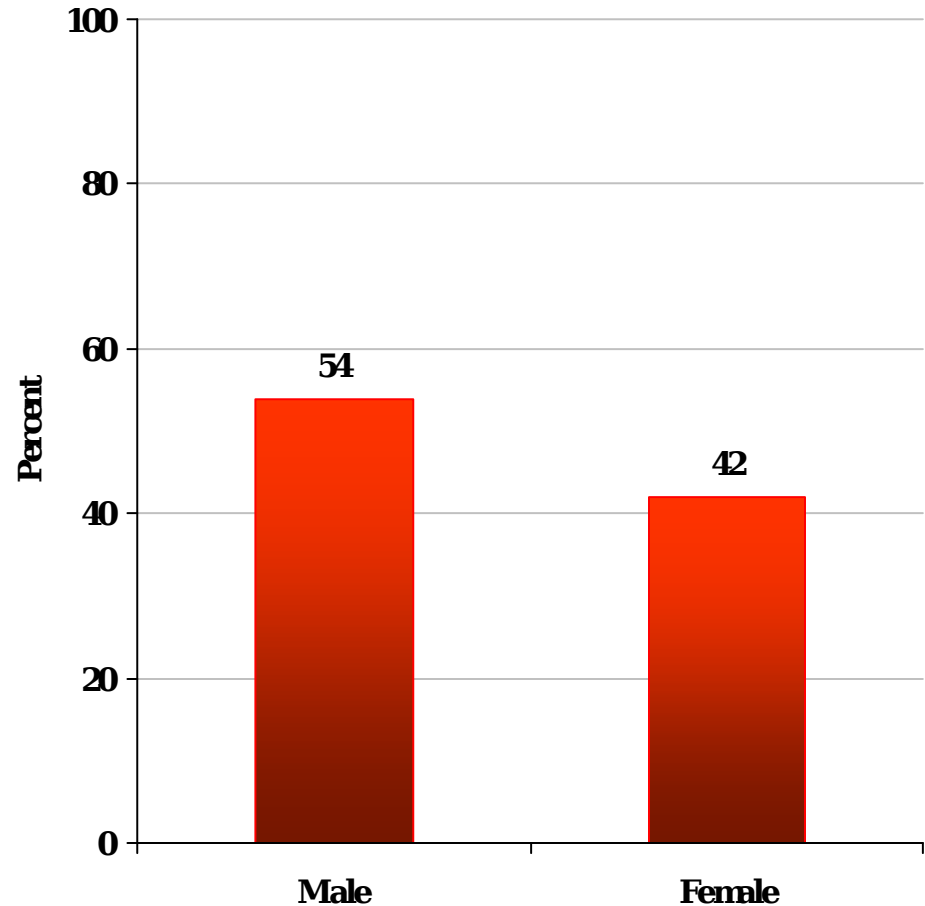
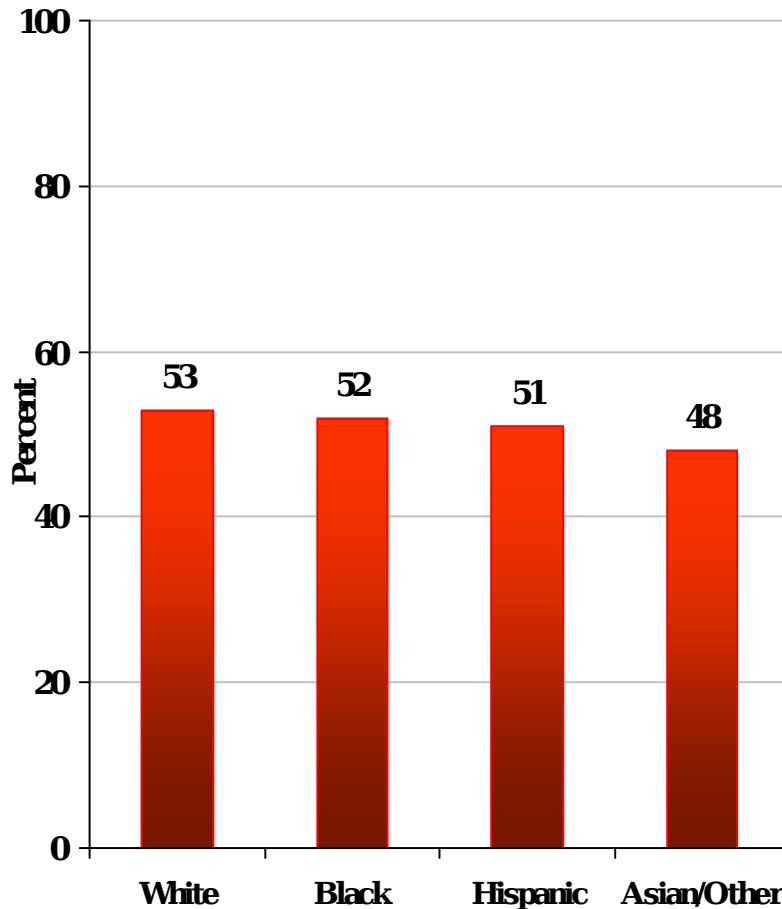
Percent “Agree” or “Strongly Agree”



# Navy's Current FITREP System is Fair: Race and Gender

*NPRST*

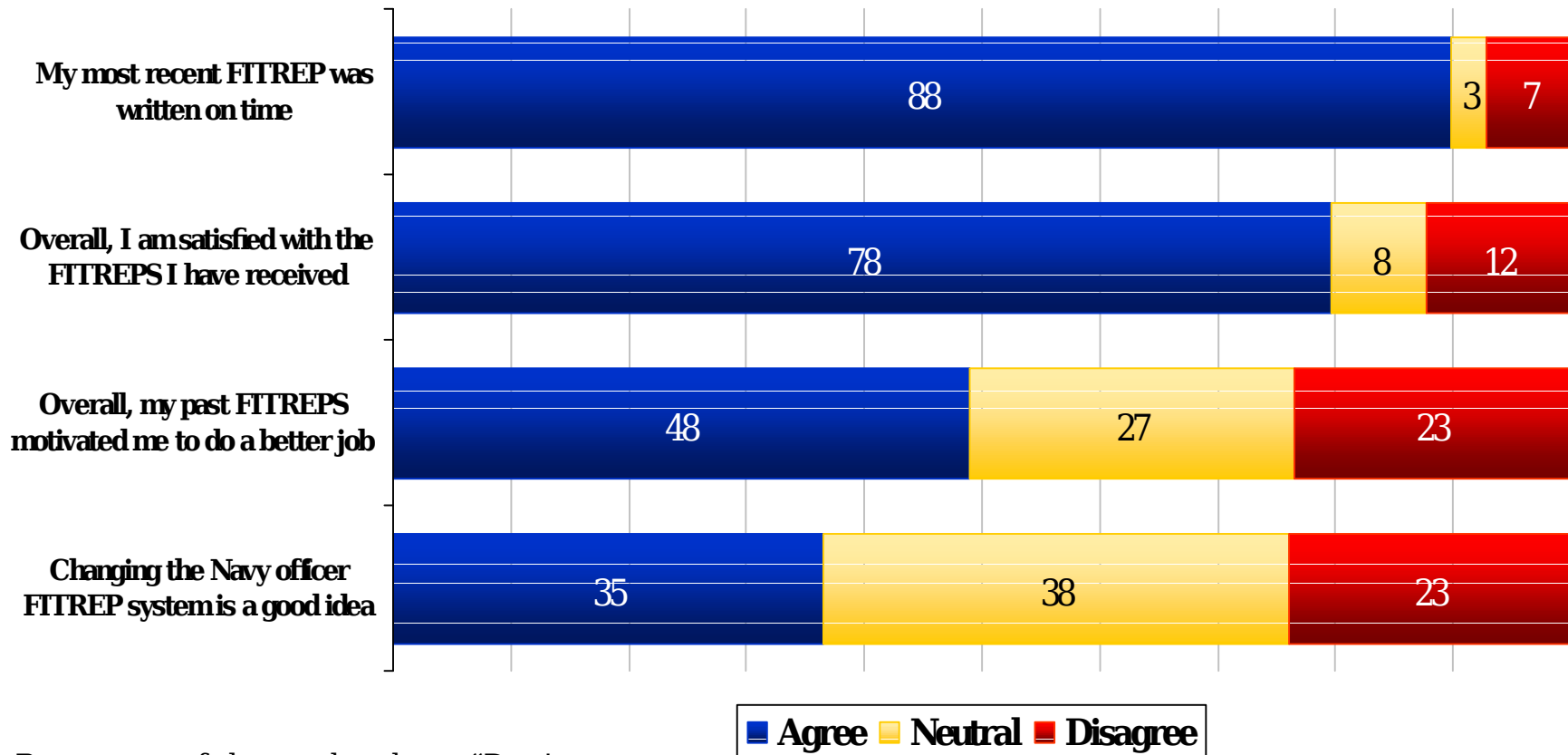
## Percent "Agree" or "Strongly Agree"



# Evaluations: Satisfaction

NPRST

## All Officers



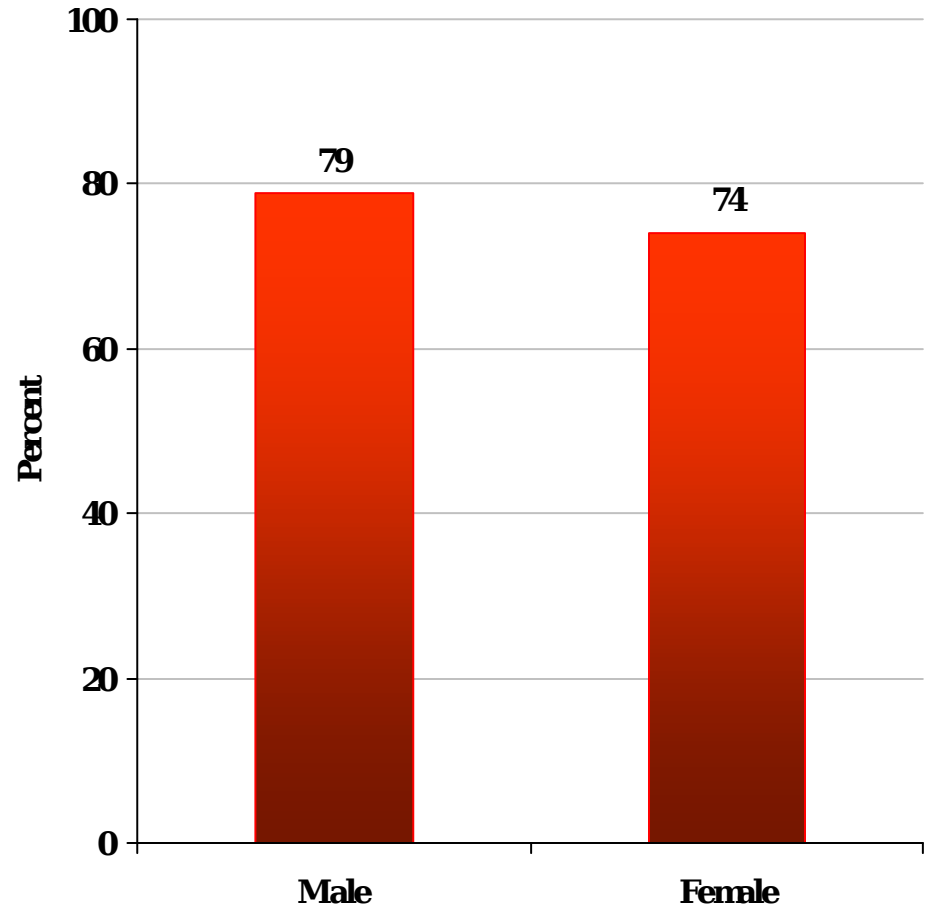
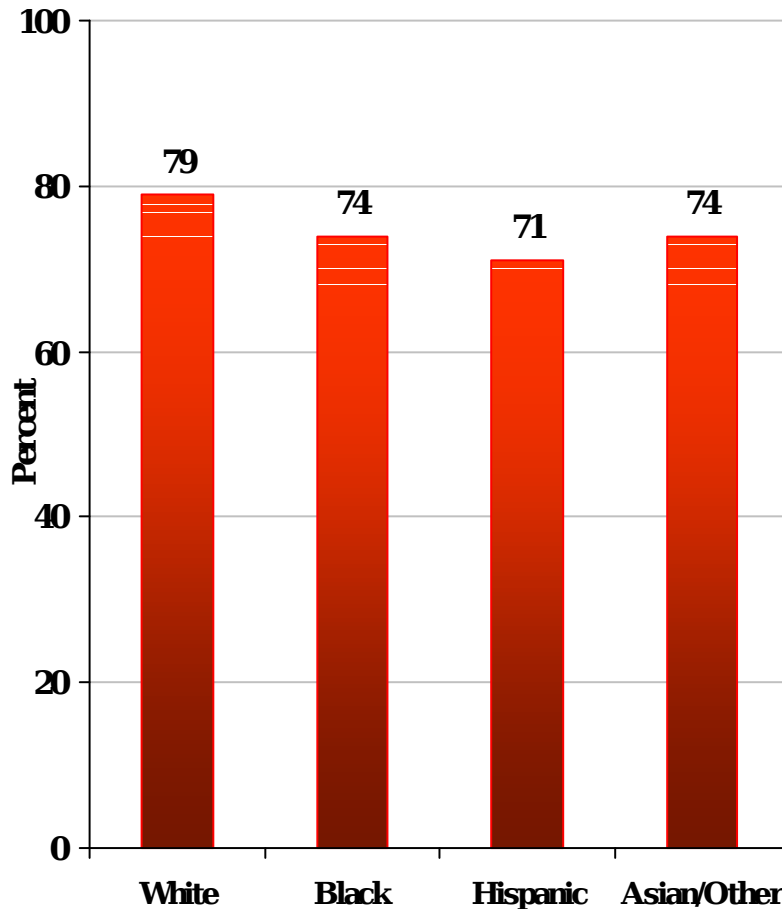
Responses of those who chose "Don't know/ Not Applicable" not included

# Overall, I am Satisfied With the FITREPS I Have Received: Race and Gender

NPRST



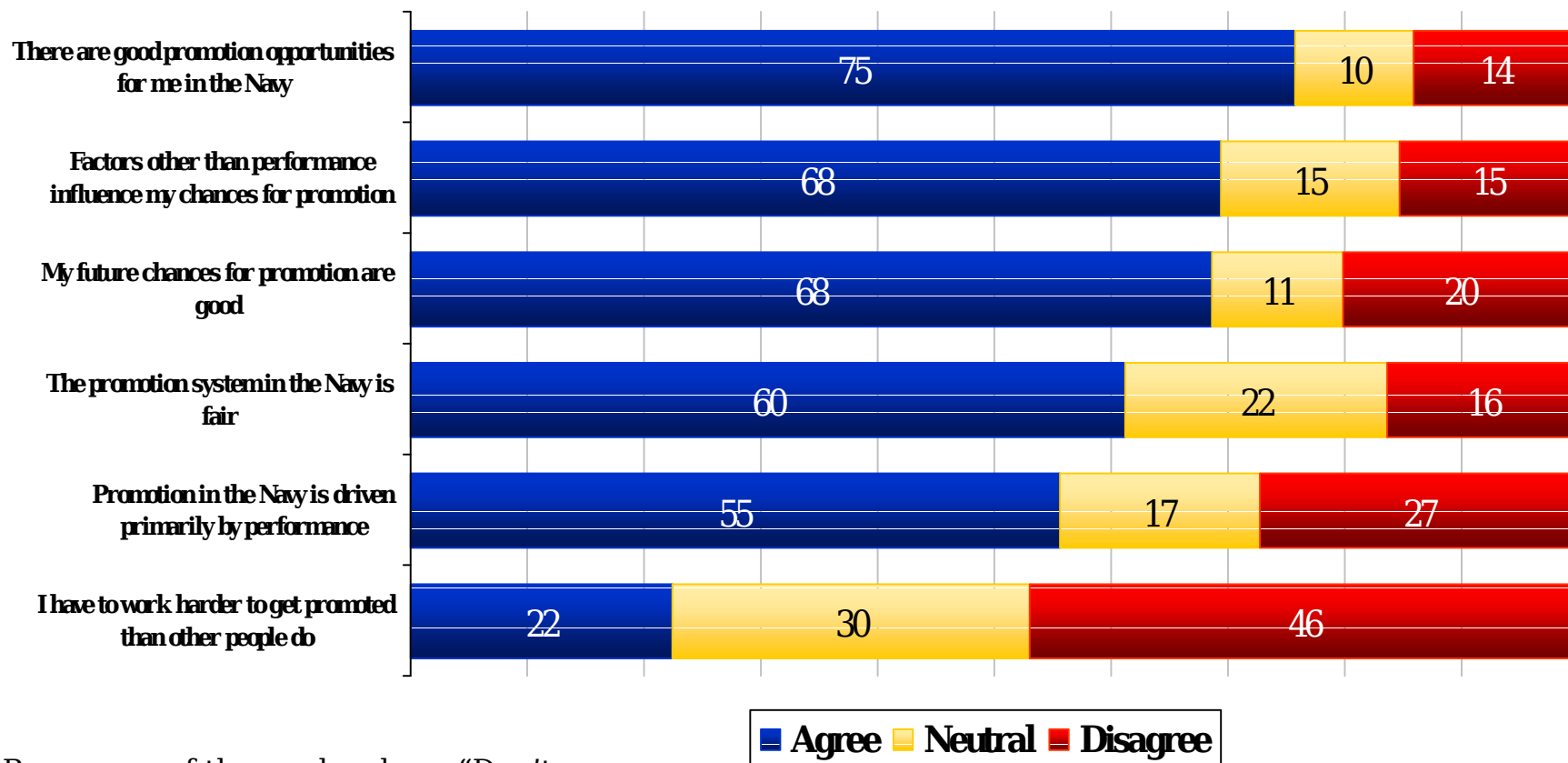
Percent "Agree" or "Strongly Agree"



# Promotions

NPRST

## All Officers

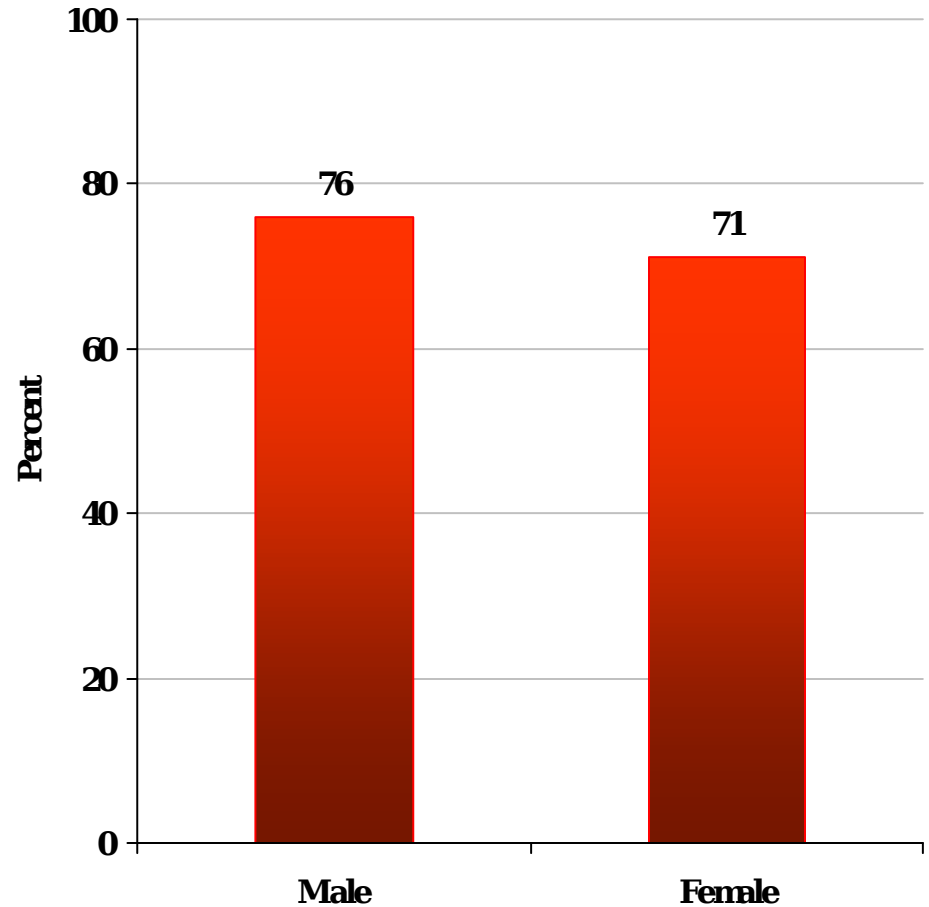
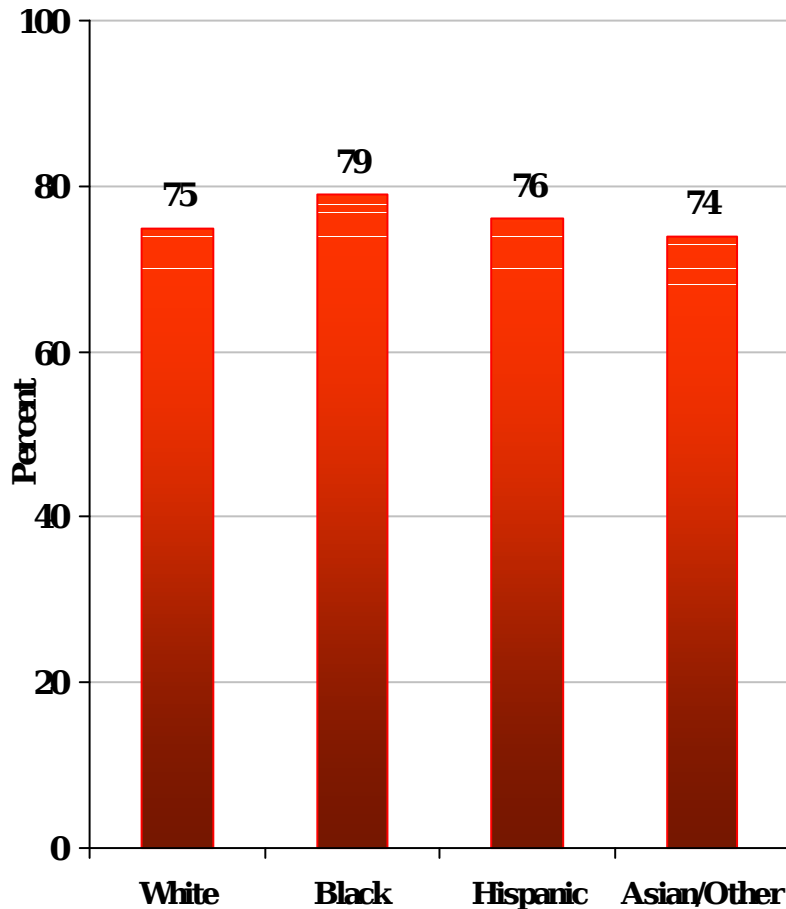


Responses of those who chose "Don't know/ Not Applicable" not included.

# Good Promotion Opportunities For Me in the Navy: Race and Gender

*NPRST*

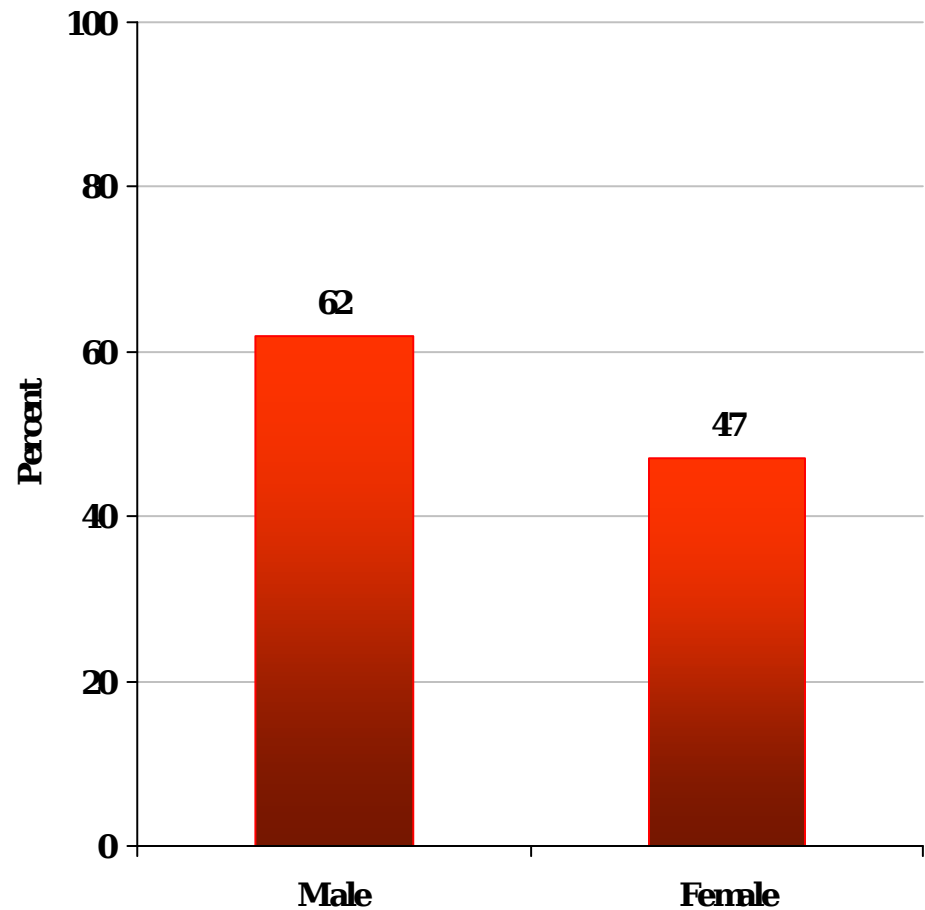
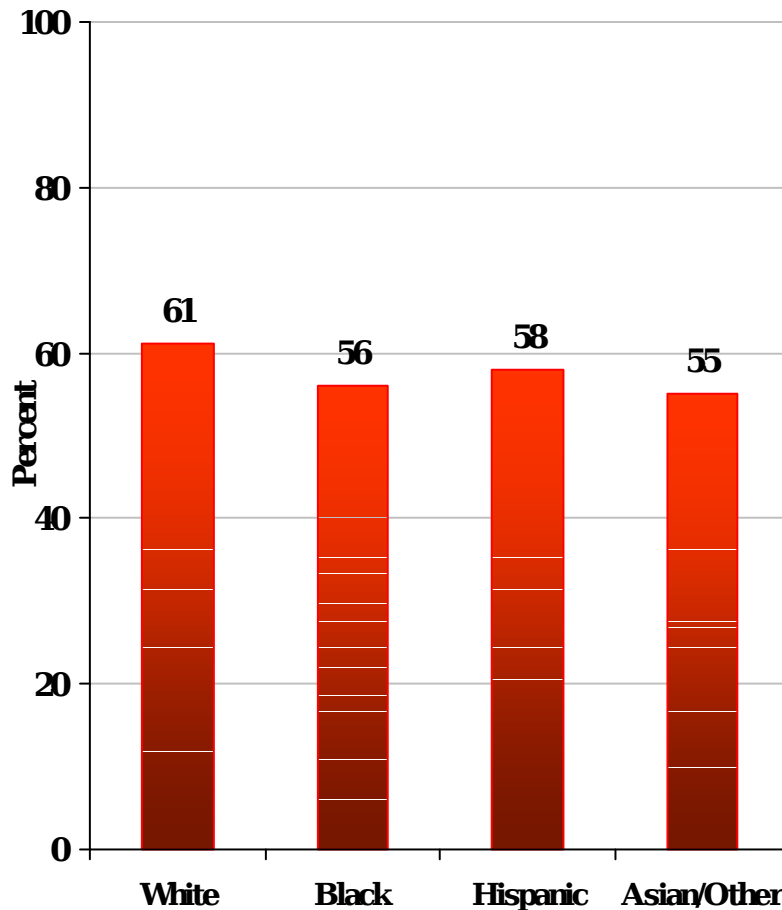
Percent "Agree" or "Strongly Agree"



# The Promotion System in the Navy is Fair: Race and Gender

*NPRST*

## Percent "Agree" or "Strongly Agree"

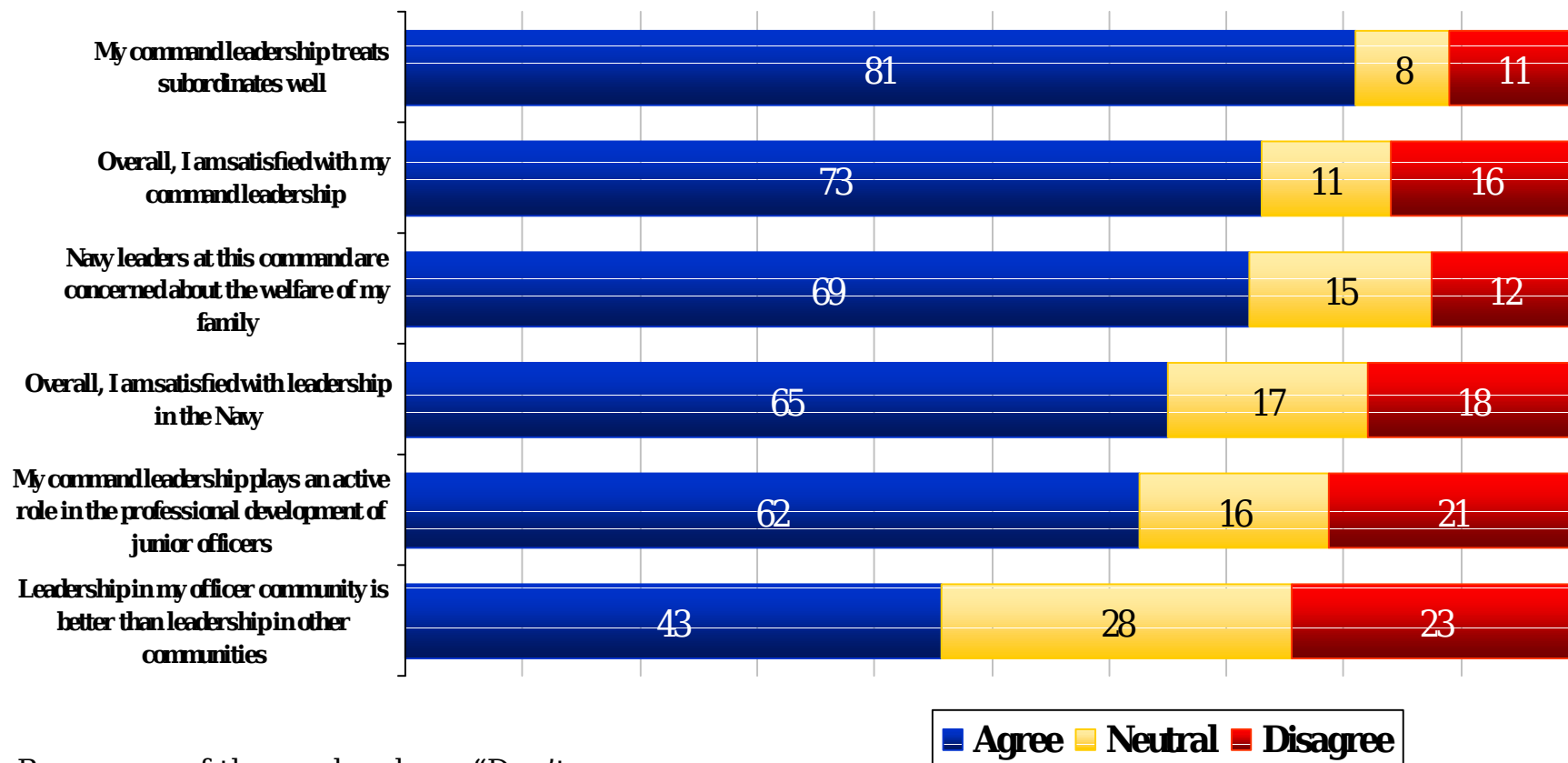




# Leadership

NPRST

## All Officers

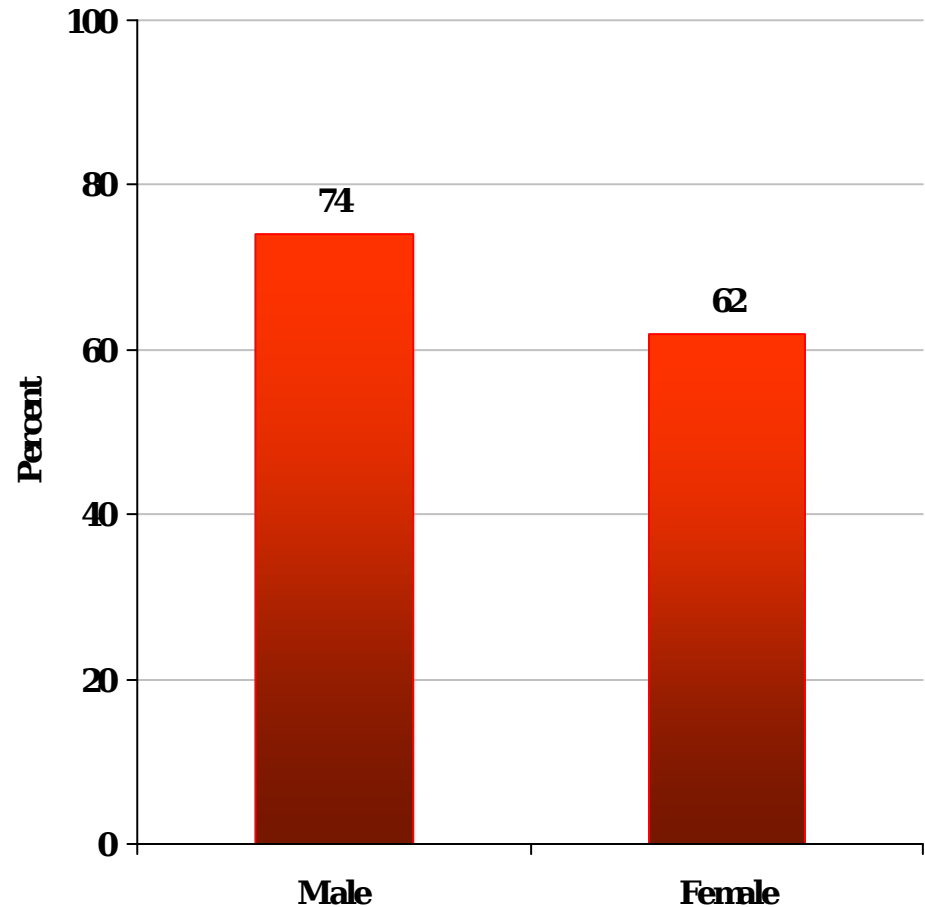
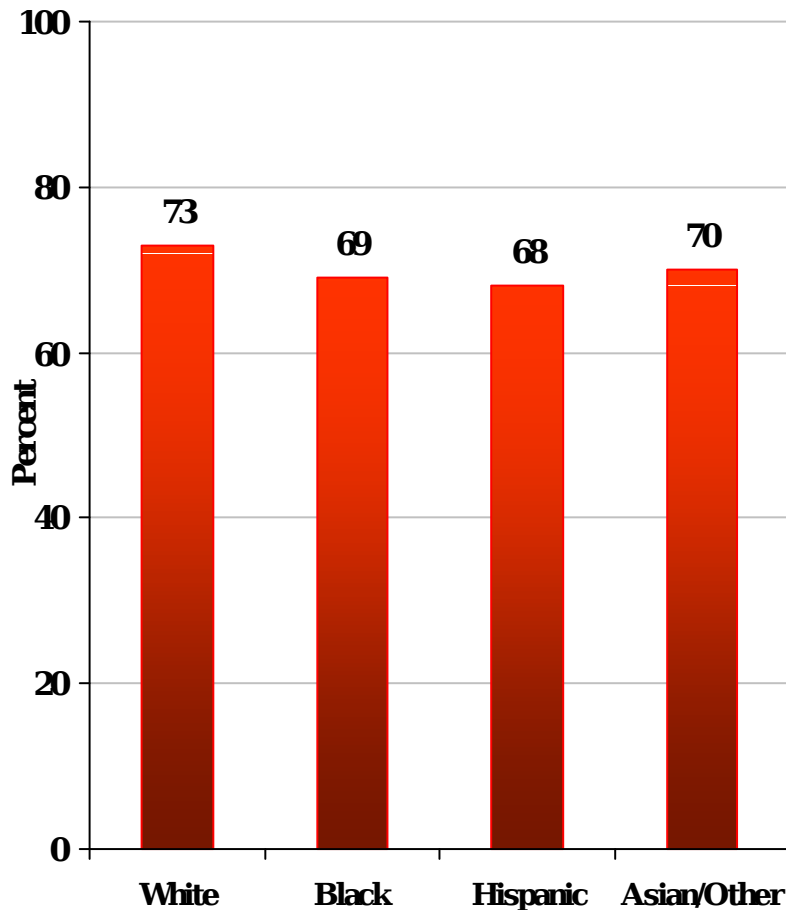


Responses of those who chose "Don't know/ Not Applicable" not included.

# I am Satisfied with Command Leadership: Race and Gender

*NPRST*

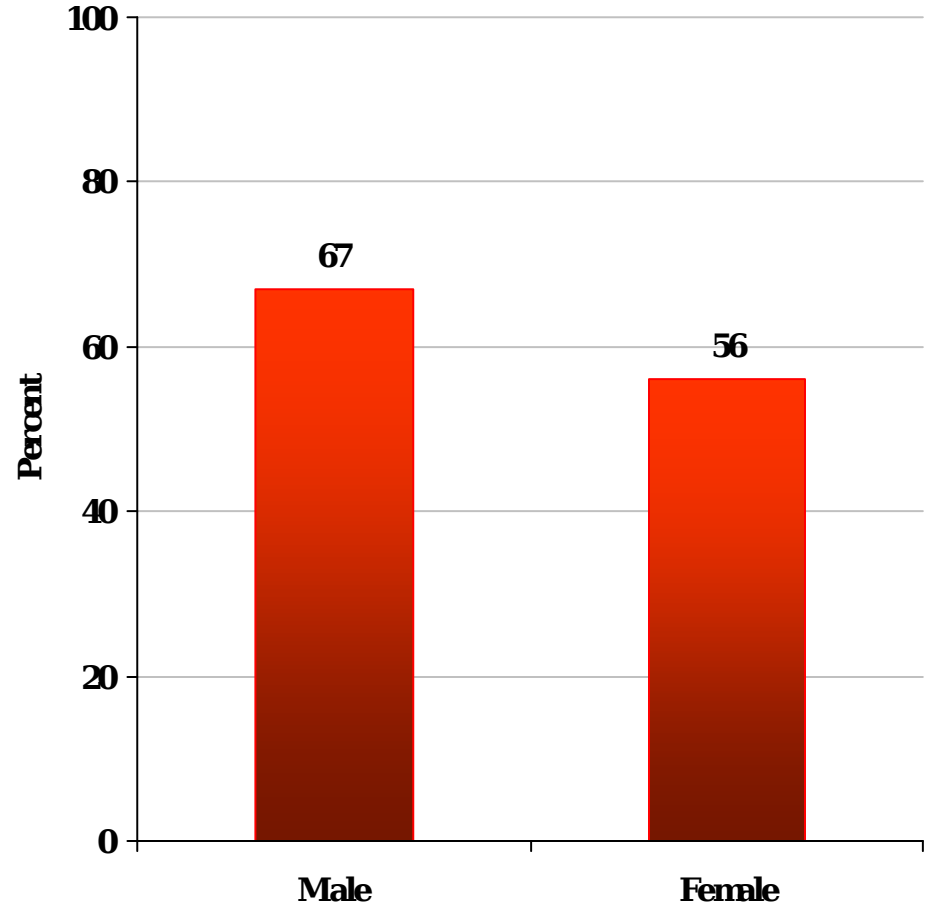
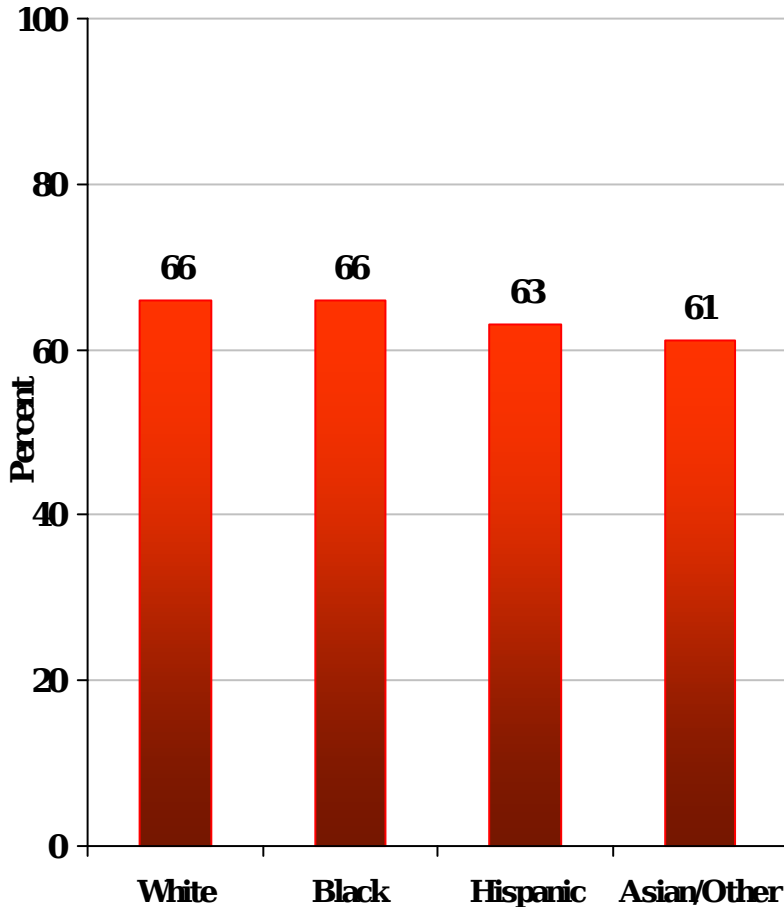
## Percent "Agree" or "Strongly Agree"



# I am Satisfied with Leadership in *NPRST* the Navy:

## Race and Gender

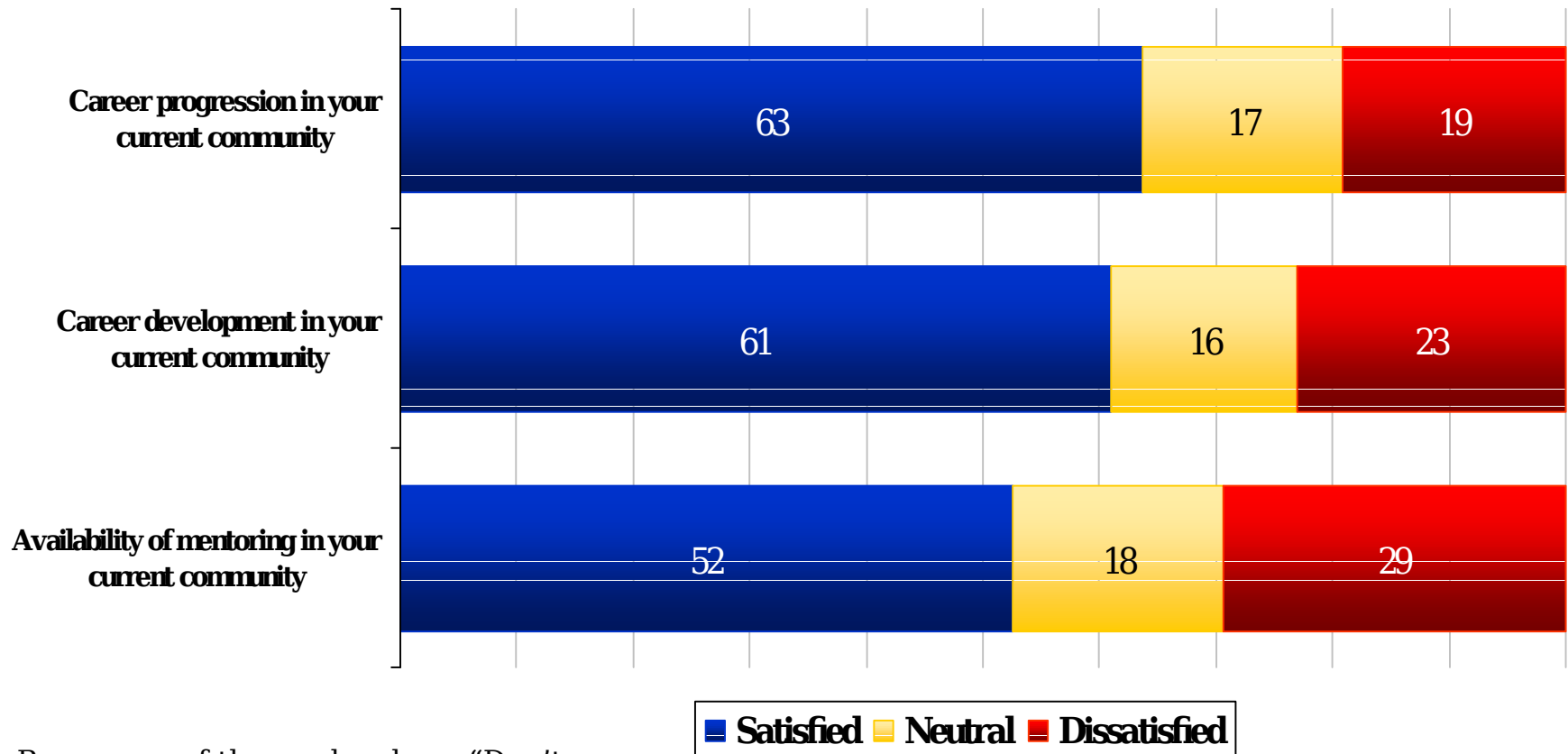
Percent "Agree" or "Strongly Agree"



# Community: Career Development

NPRST

## All Officers



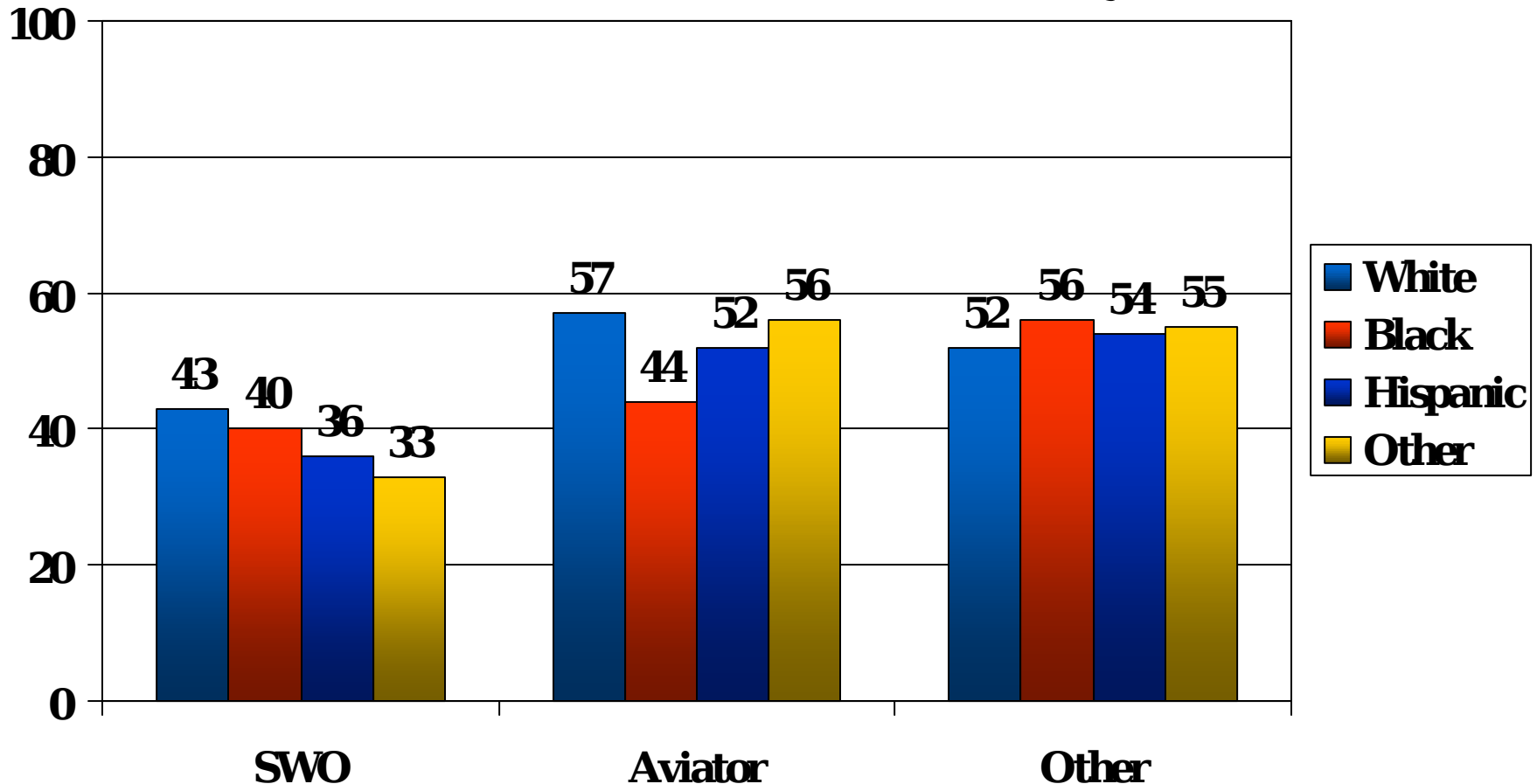
Responses of those who chose "Don't know/ Not Applicable" not included.

# Availability of Mentoring in Your Current Community:

NPRST

## Community/ Race

Percent "Satisfied" or "Very Satisfied"

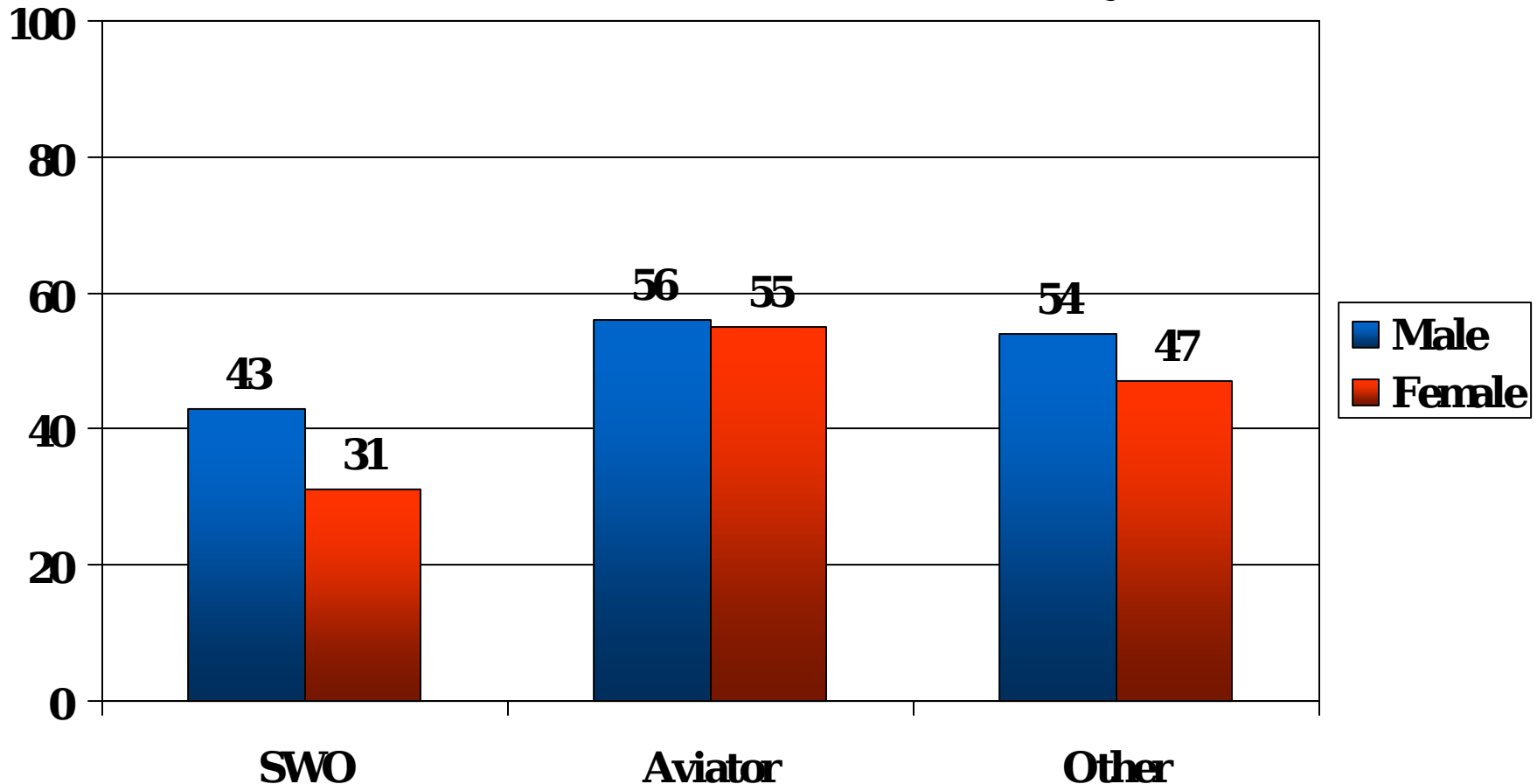


# Availability of Mentoring in Your Current Community:

NPRST

## Community/Gender

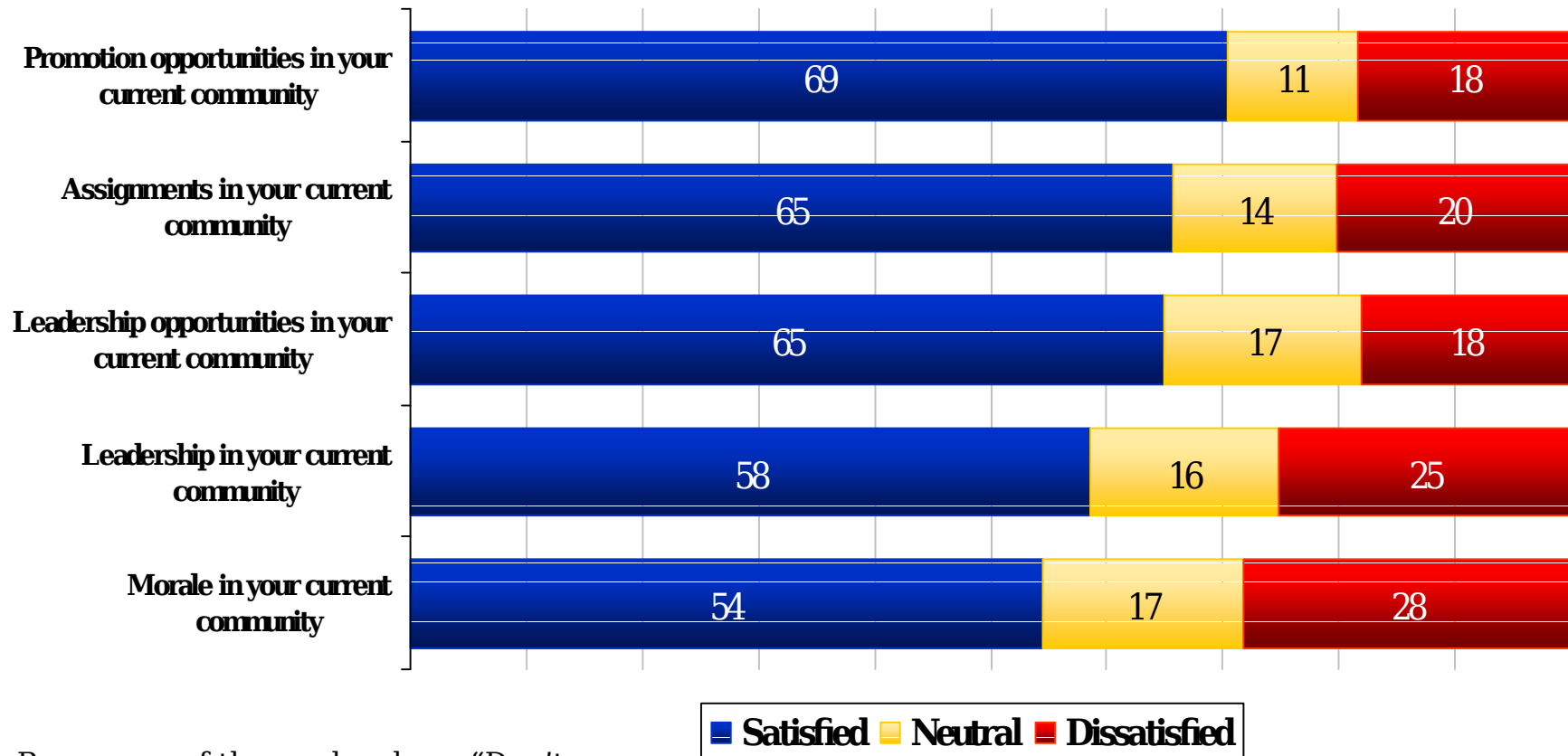
Percent "Satisfied" or "Very Satisfied"



# Community: Career Satisfaction

NPRST

## All Officers

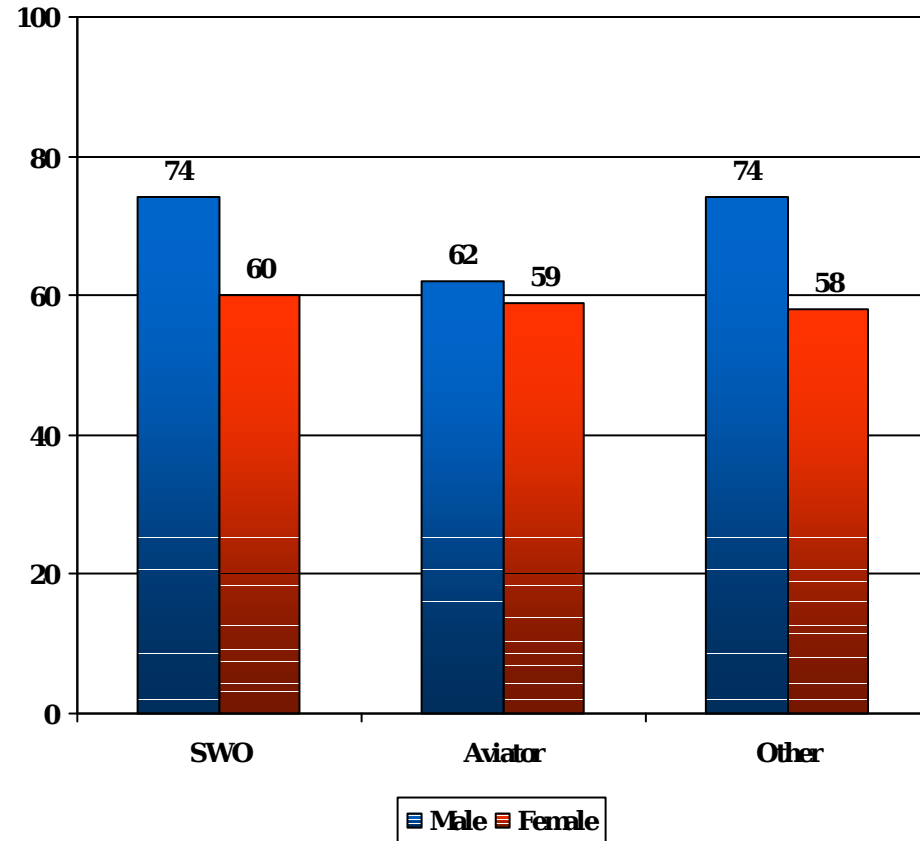
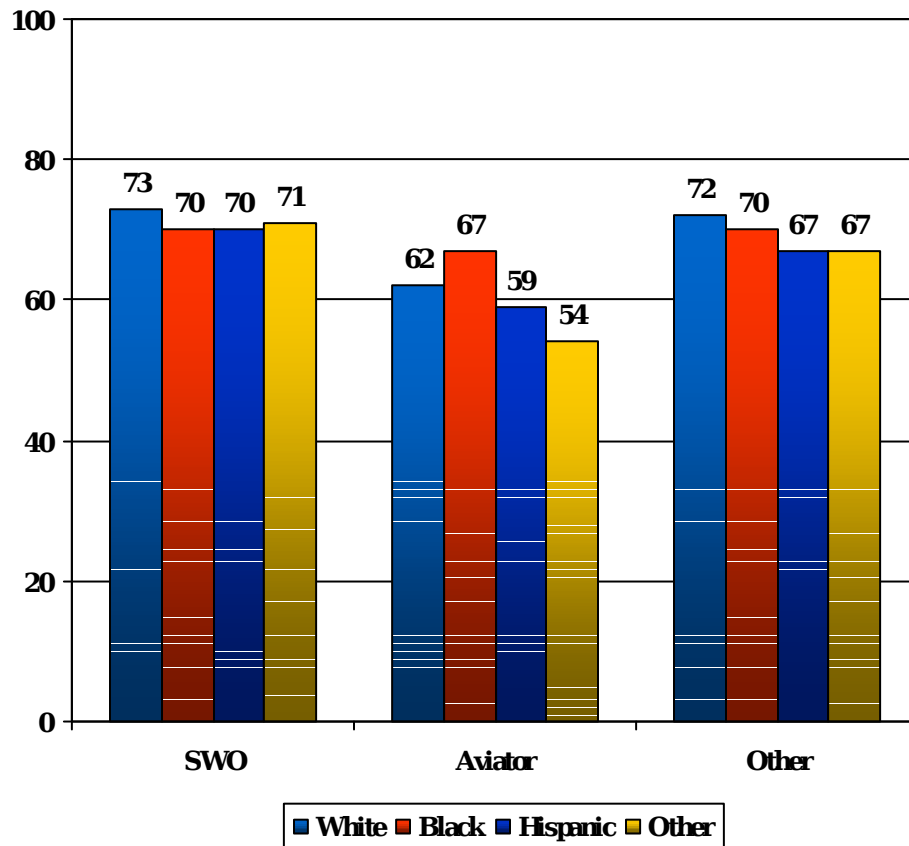


Responses of those who chose "Don't know/ Not Applicable" not included.

# Promotion Opportunities in Your Current Community: Race and Gender

NPRST

Percent “Satisfied” or “Very Satisfied”

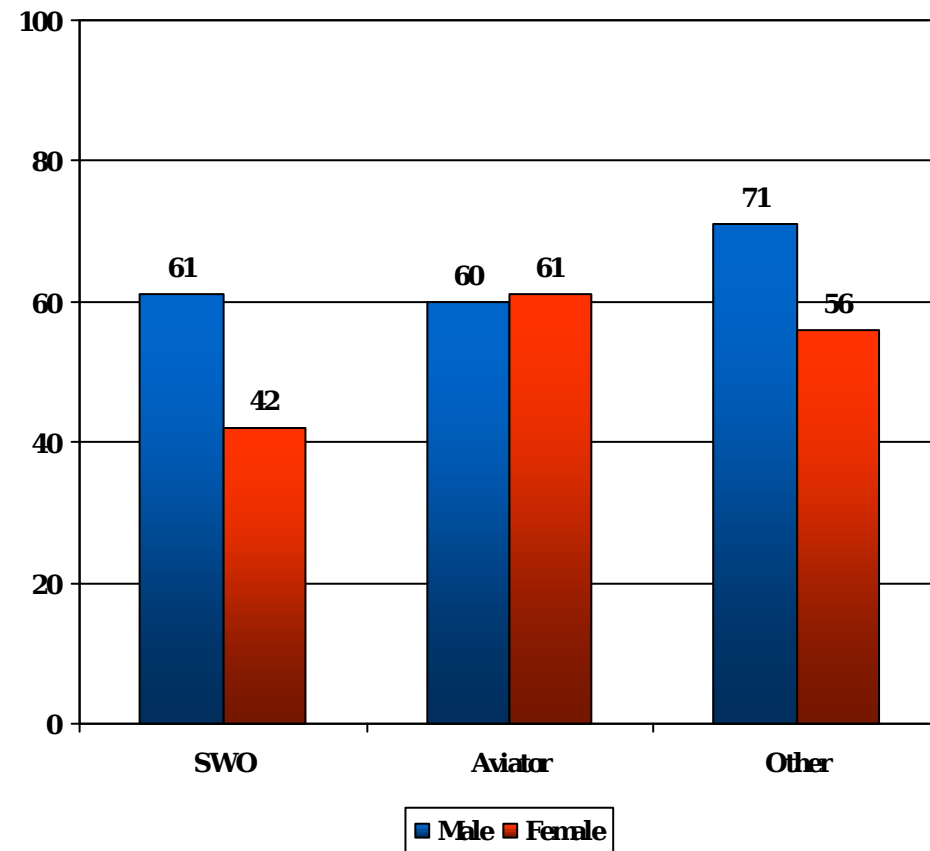
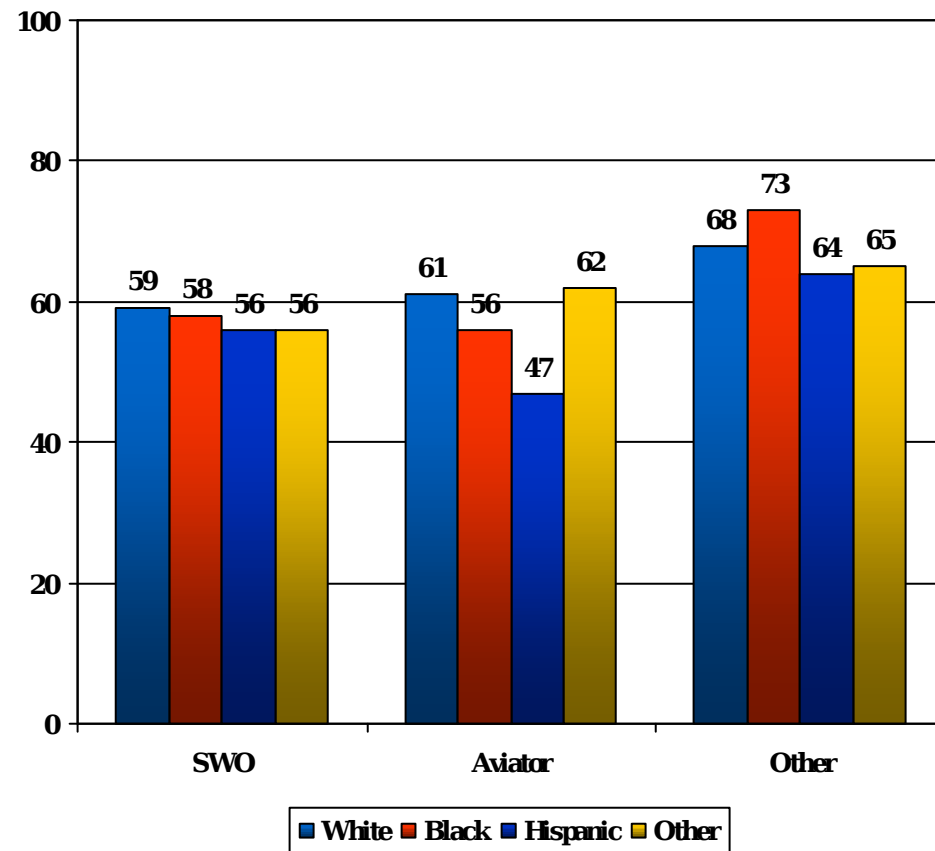




# Assignments in Your Current Community: Race and Gender

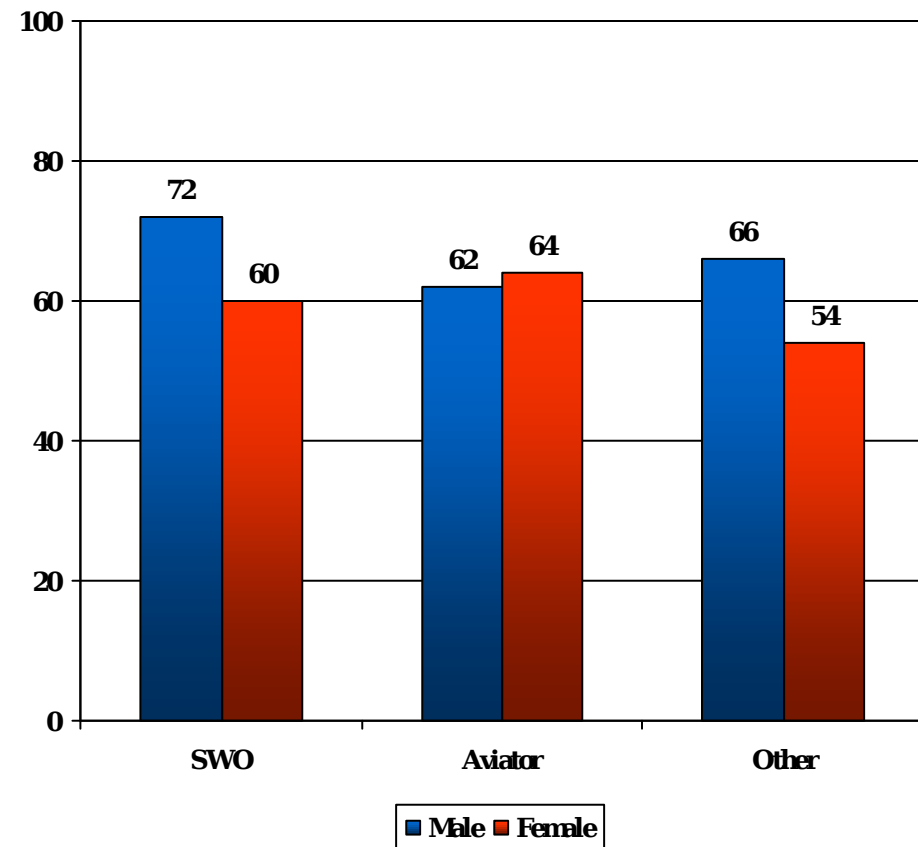
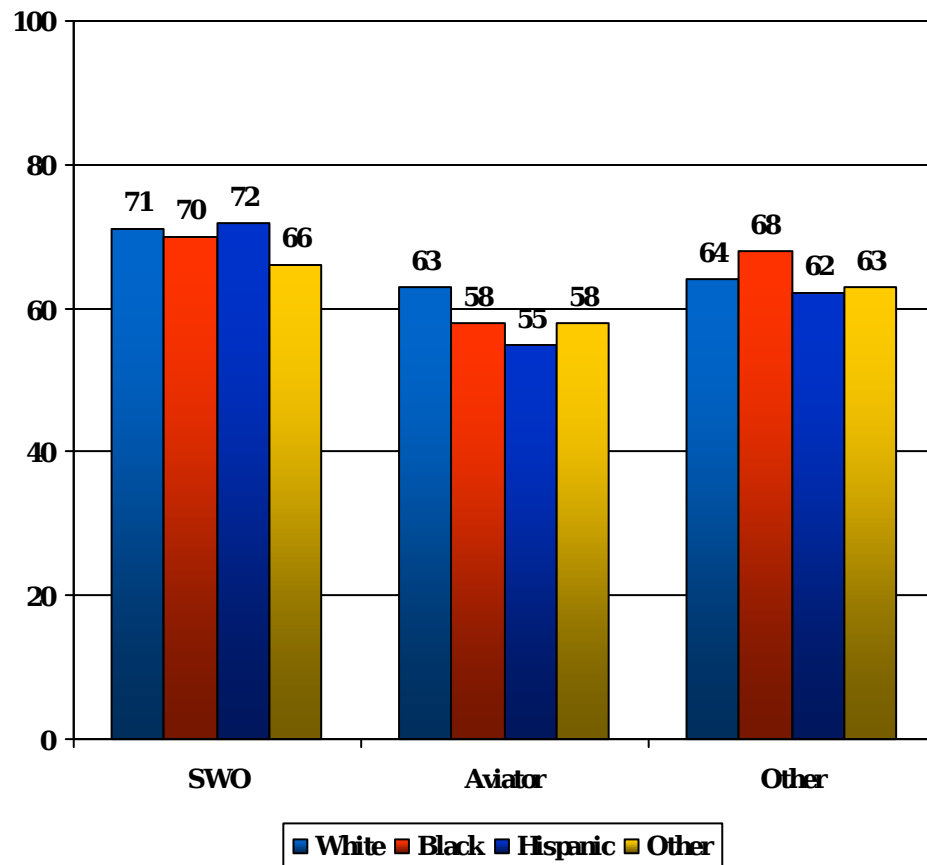
NPRST

## Percent “Satisfied” or “Very Satisfied”



# Leadership Opportunities in Your *NPRST* Current Community: Race and Gender

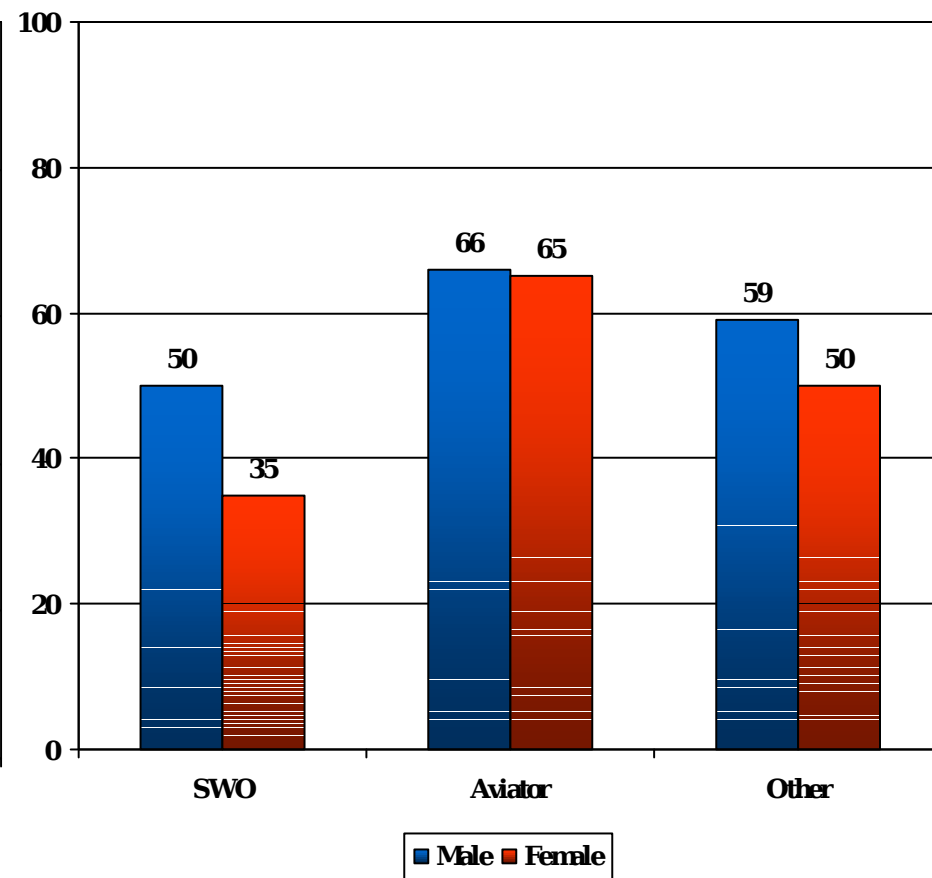
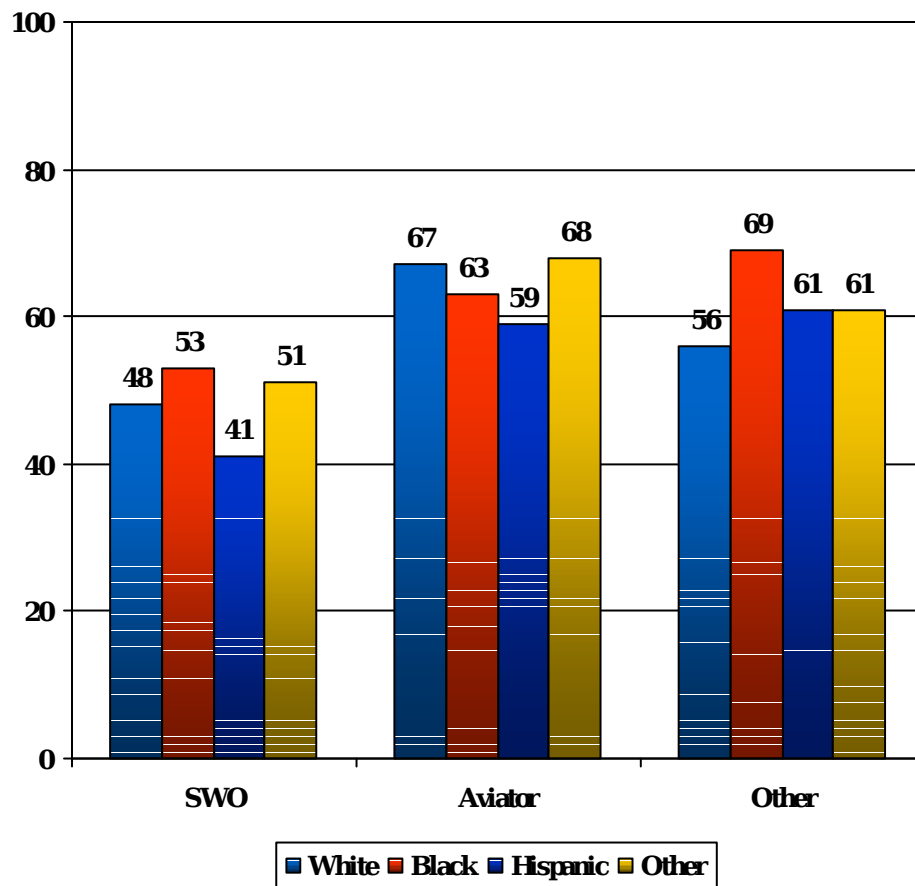
Percent “Satisfied” or “Very Satisfied”



# Leadership in Your Current Community: Race and Gender

NPRST

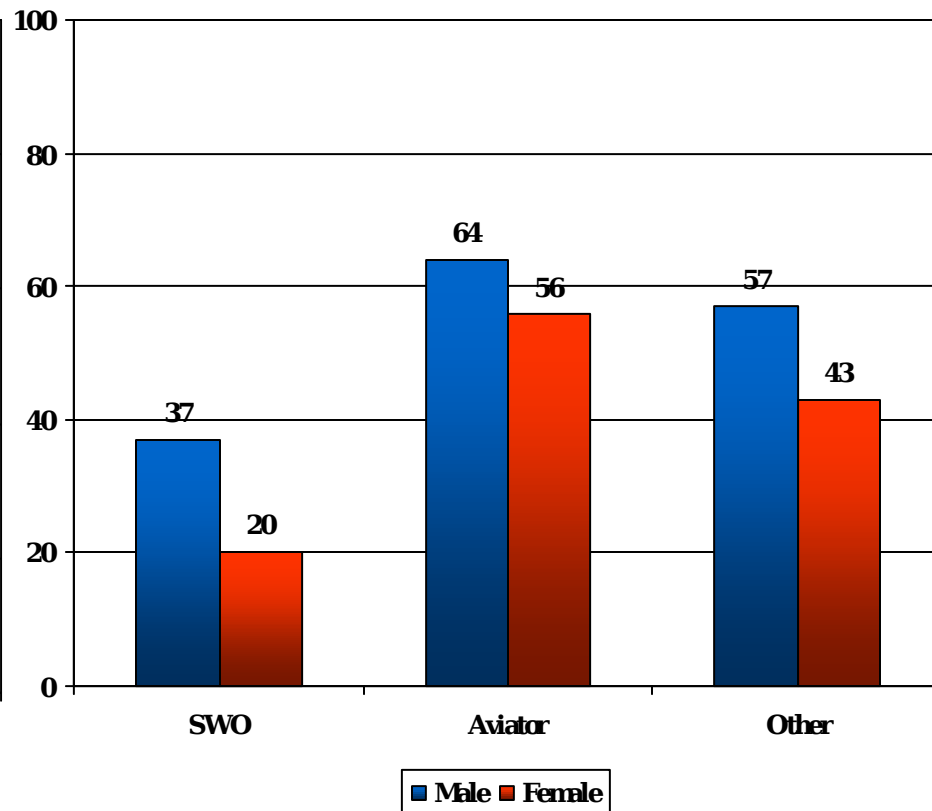
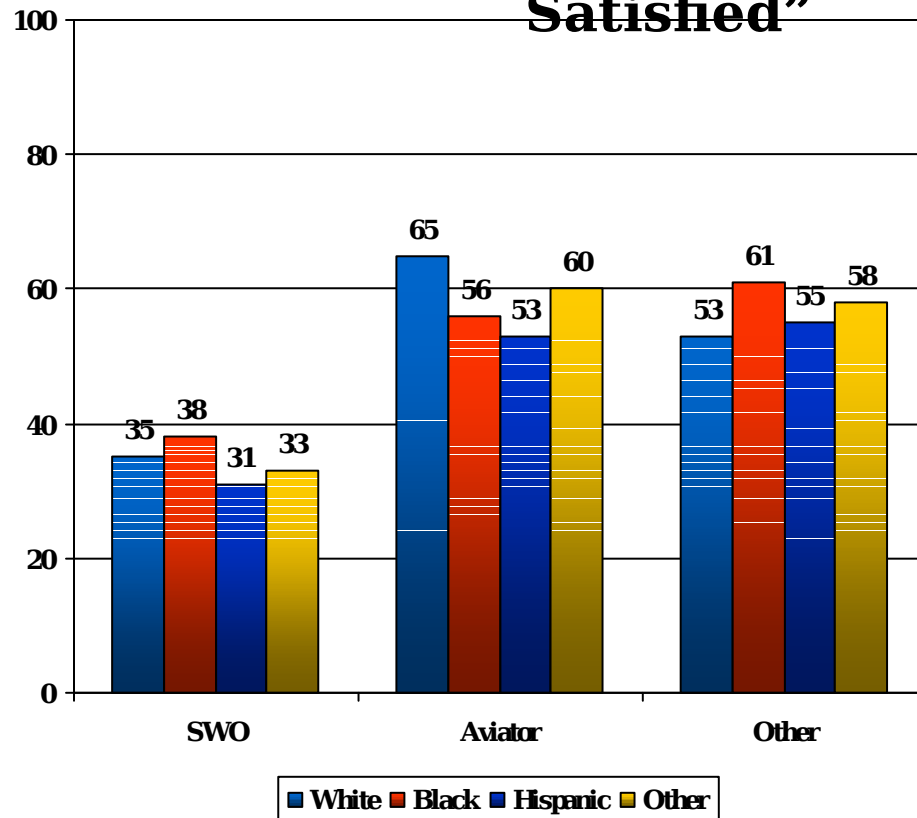
Percent “Satisfied” or “Very Satisfied”



# Morale in Your Current Community: Race and Gender

NPRST

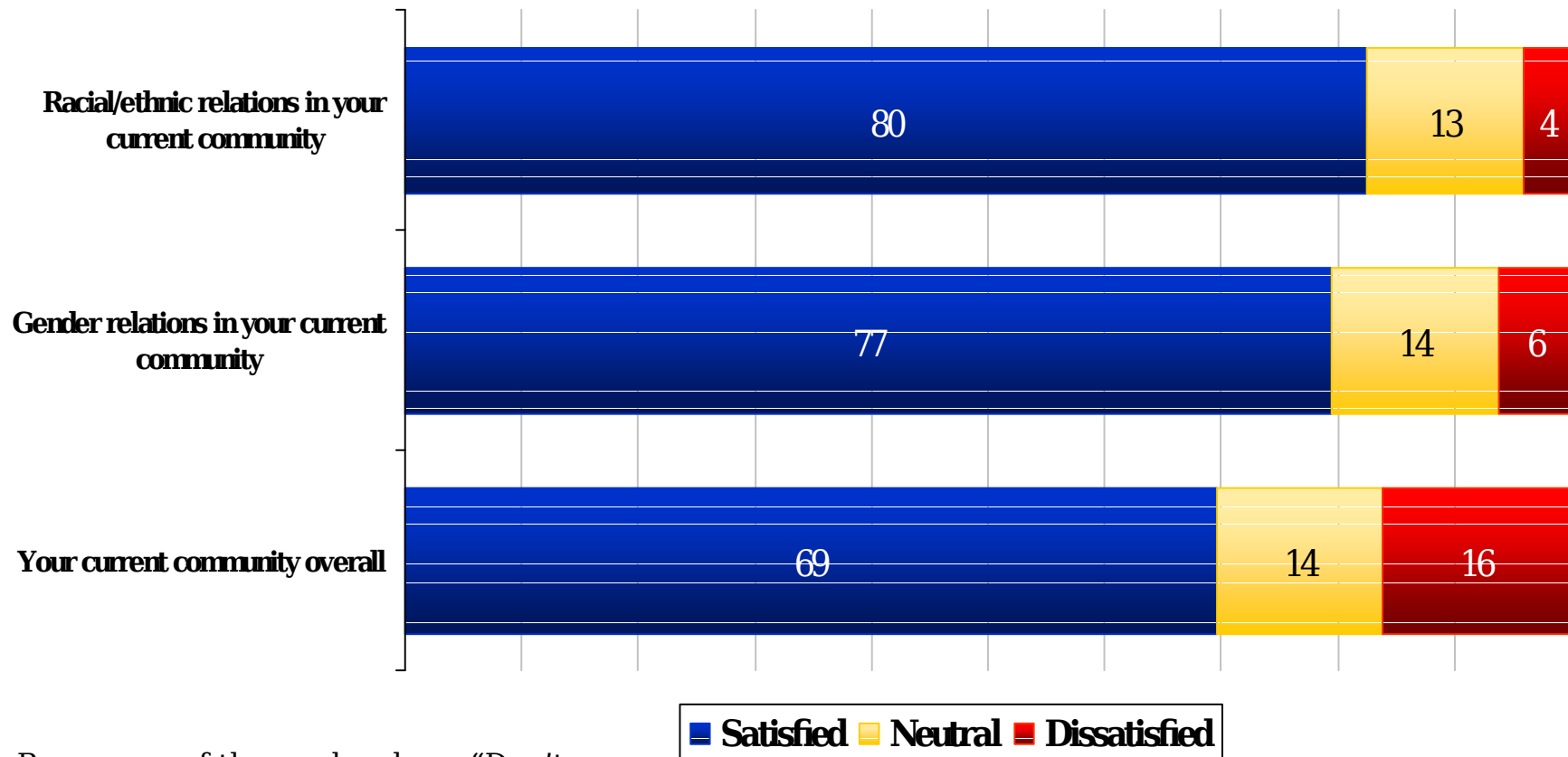
## Percent "Satisfied" or "Very Satisfied"



# Community: Overall Ratings

**NPRST**

## All Officers



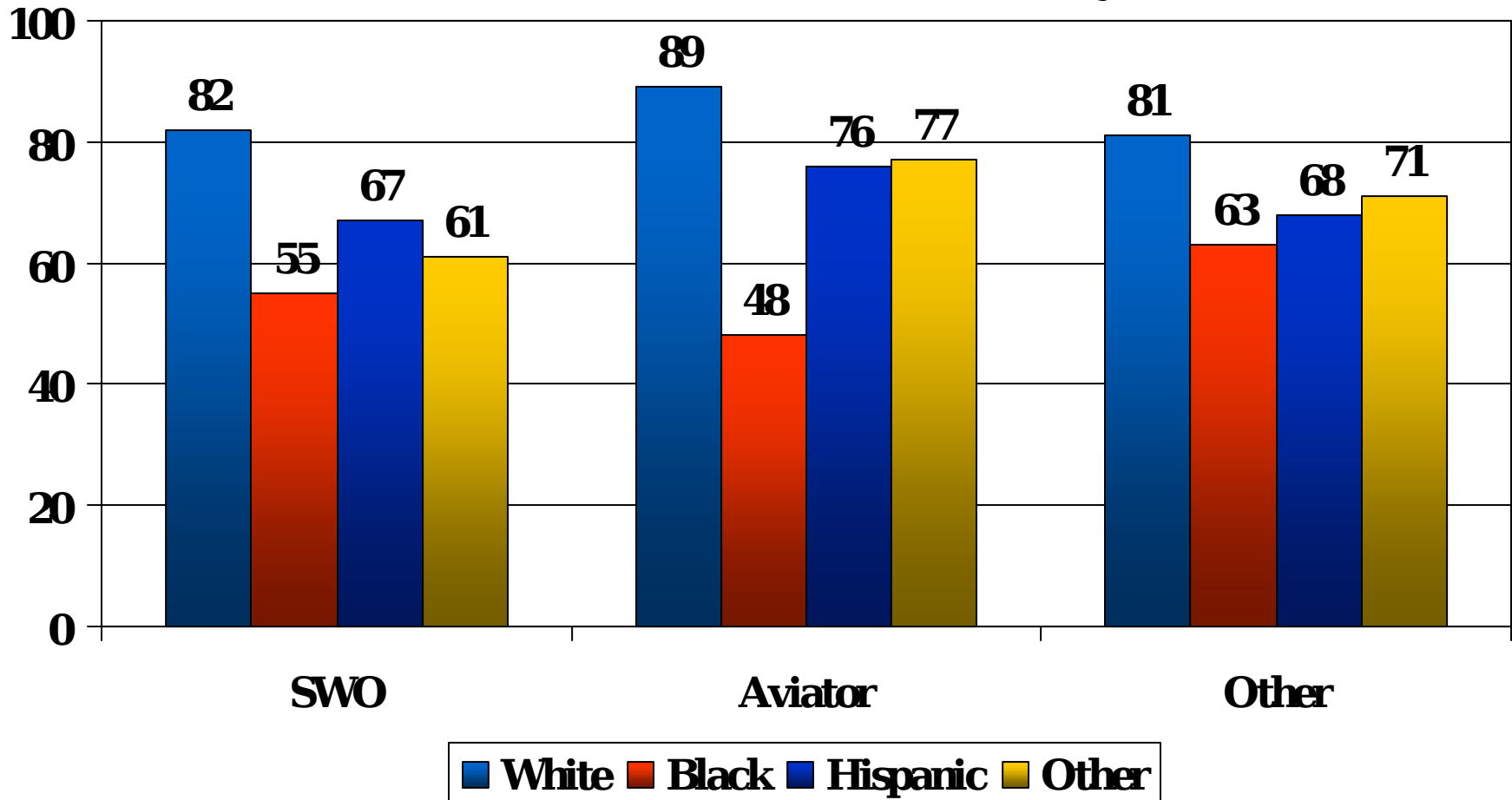
Responses of those who chose "Don't know/ Not Applicable" not included.

# Racial/Ethnic Relations in Your Current Community:

NPRST

## Community/ Race

Percent "Satisfied" or "Very Satisfied"

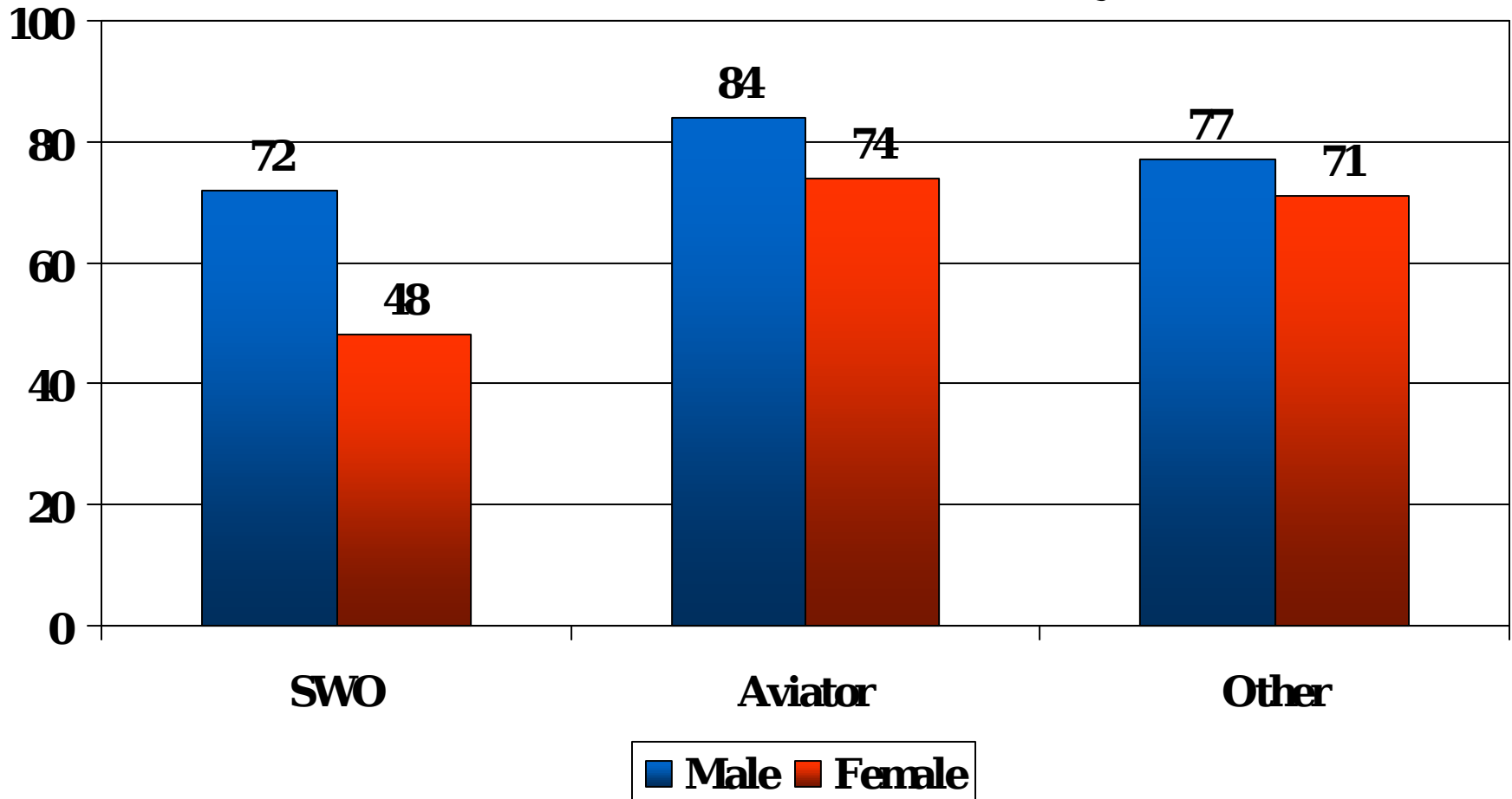


# Gender Relations in Your Current Community:

NPRST

## Community/Gender

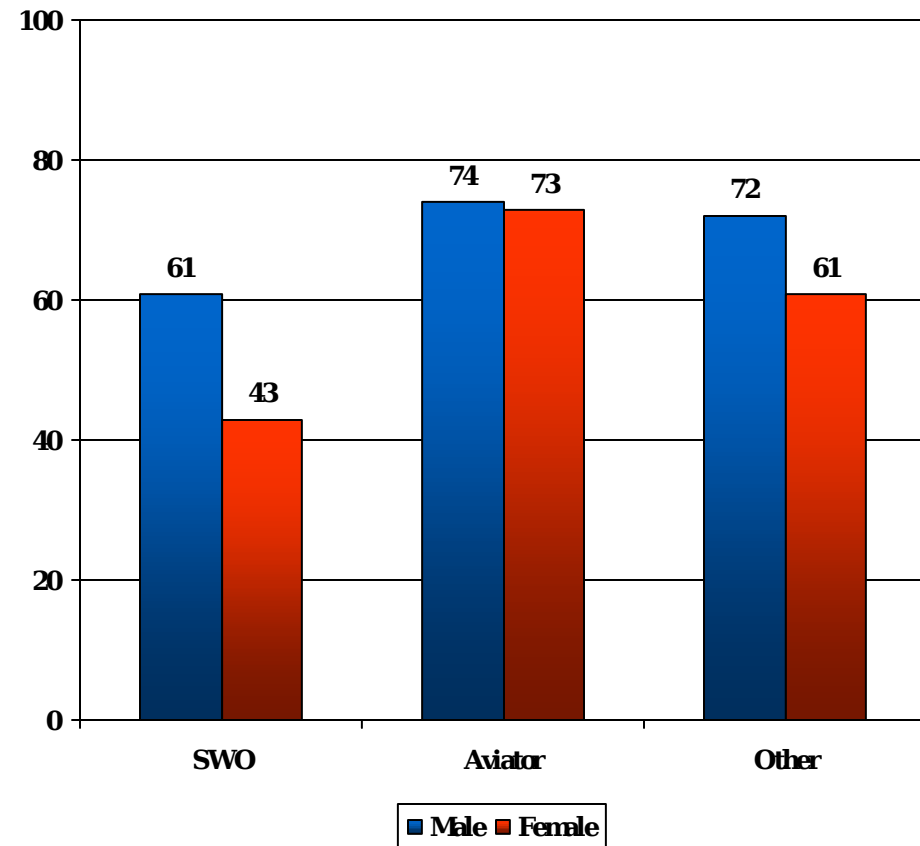
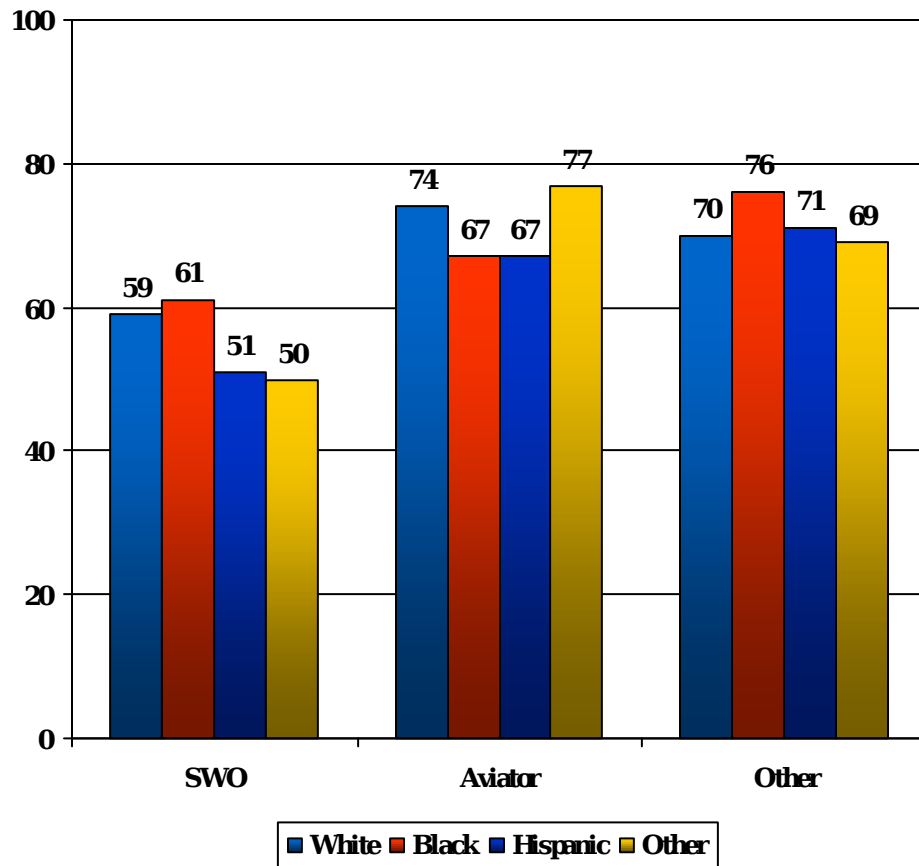
Percent "Satisfied" or "Very Satisfied"



# Your Current Community Overall: Race and Gender

NPRST

Percent "Satisfied" or "Very Satisfied"

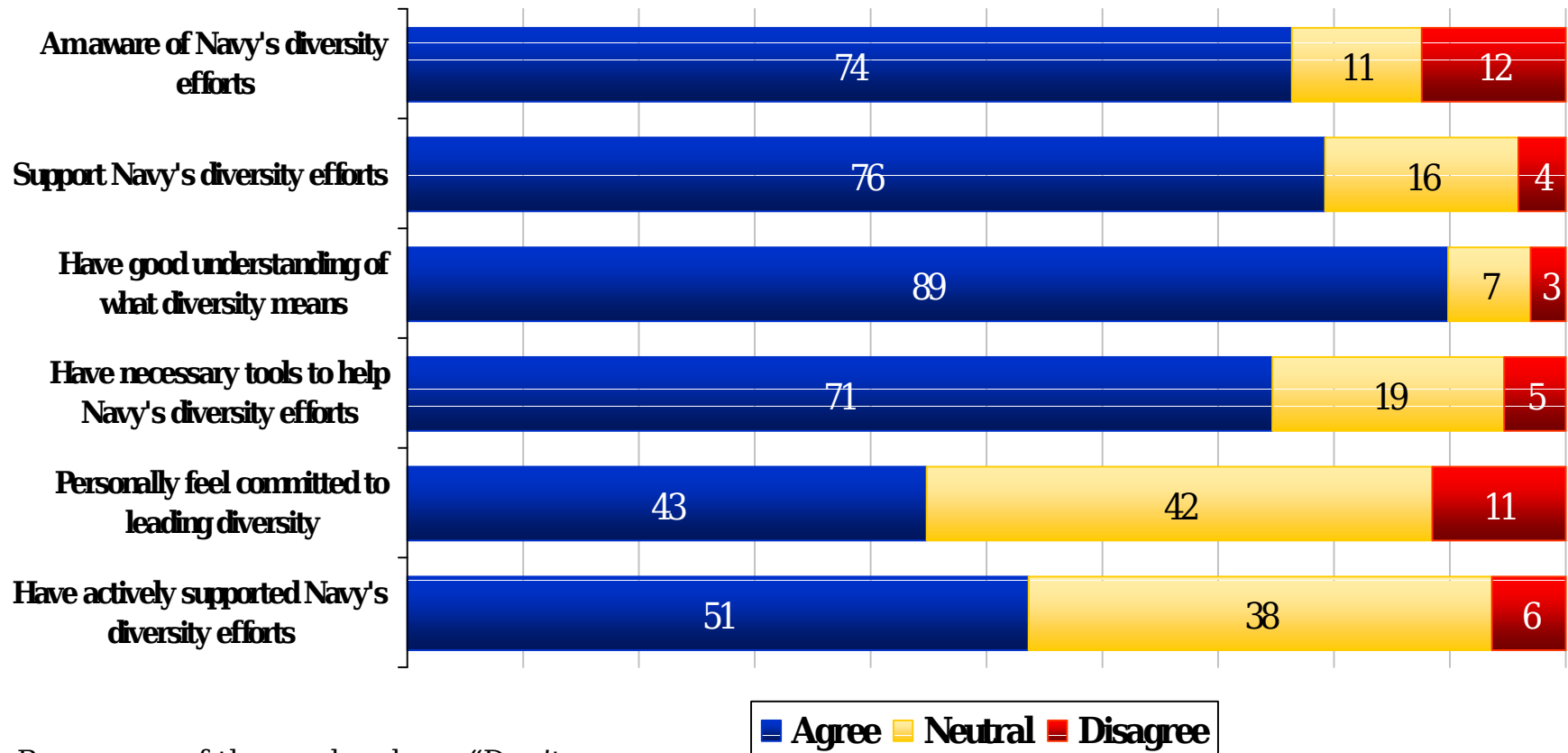




# Diversity: Awareness and Support

NPRST

## All Officers



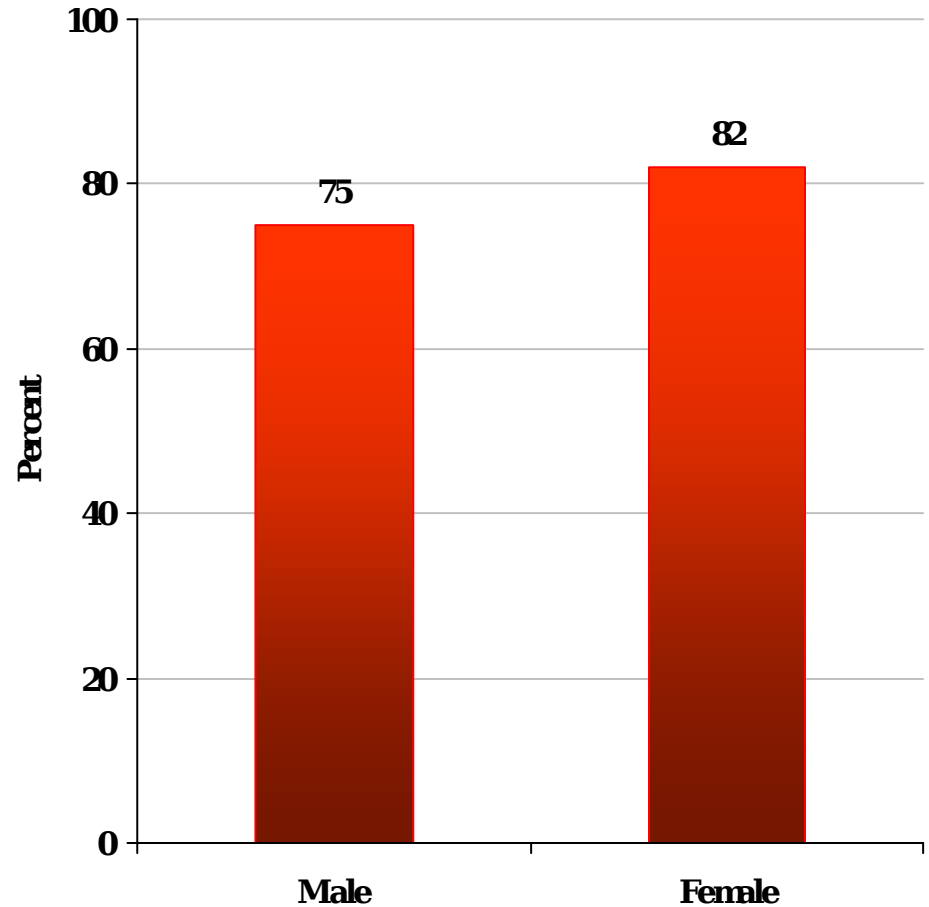
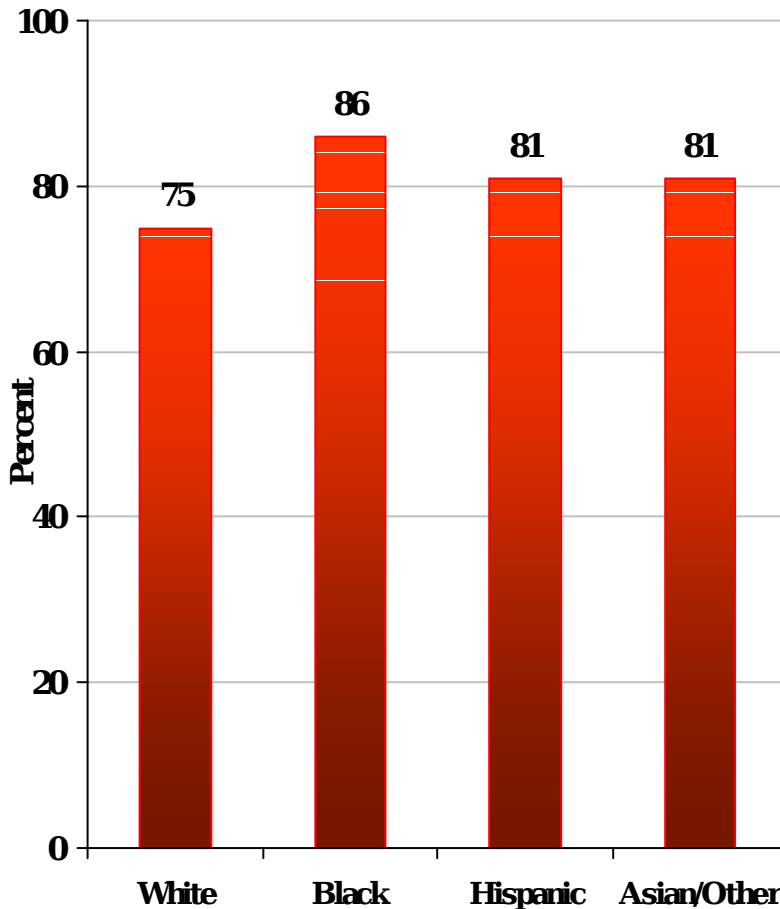
Responses of those who chose "Don't know/ Not Applicable" not included

# I Support Navy's Diversity Effort:

*NPRST*

## Race and Gender

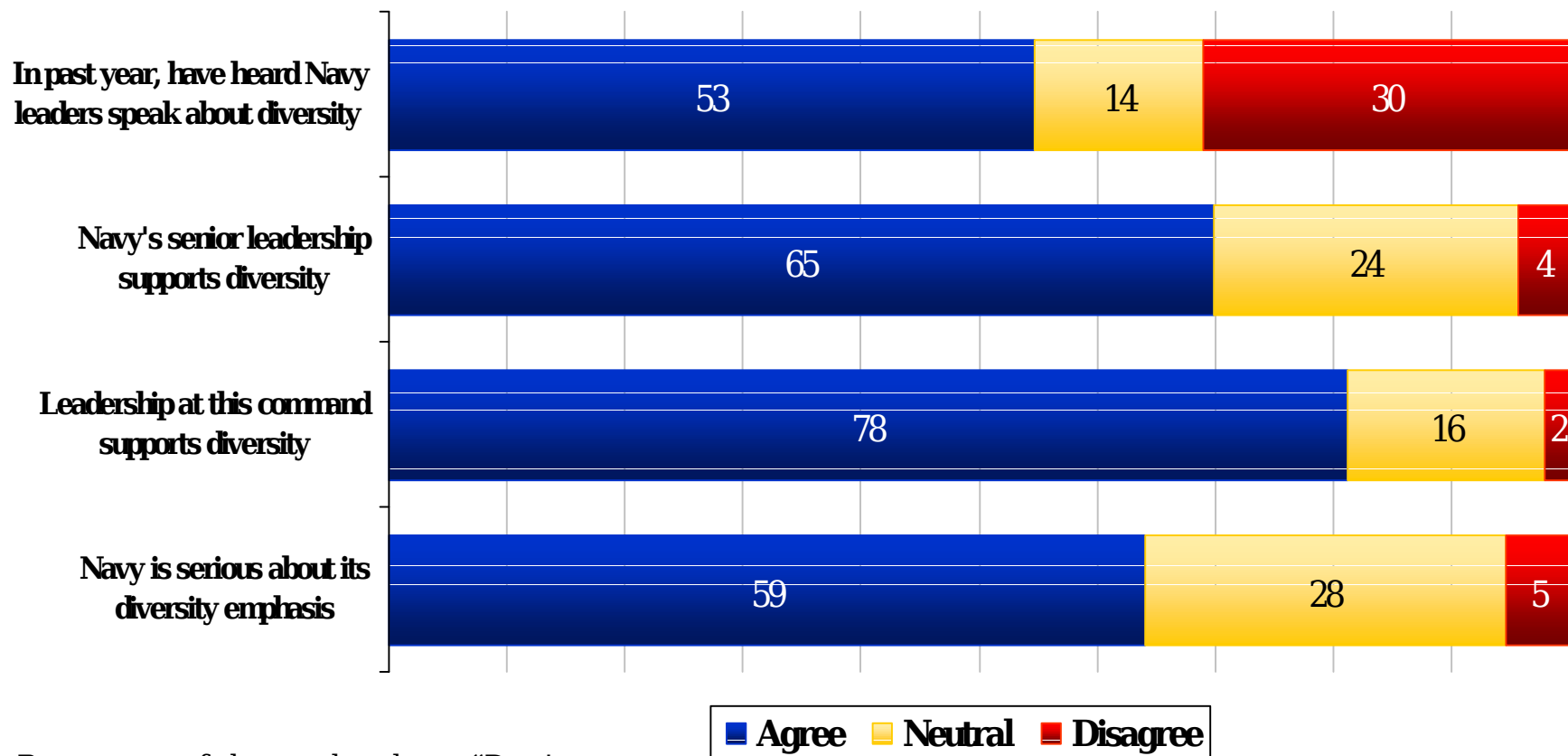
Percent "Agree" or "Strongly Agree"



# Diversity: Leadership

NPRST

## All Officers

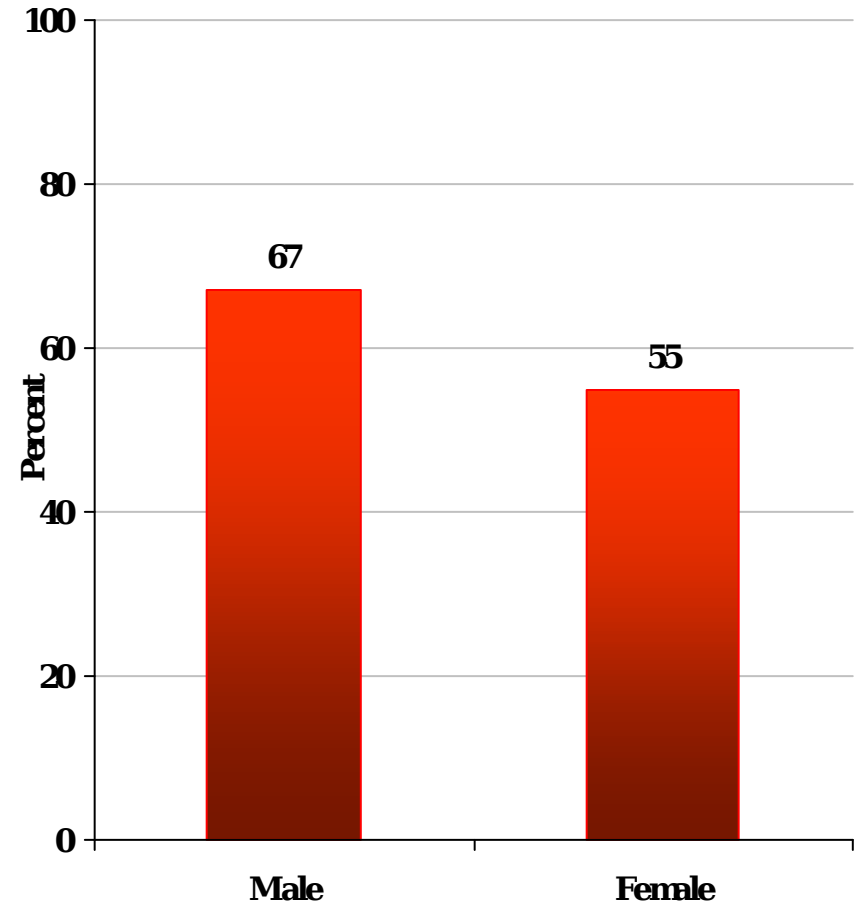
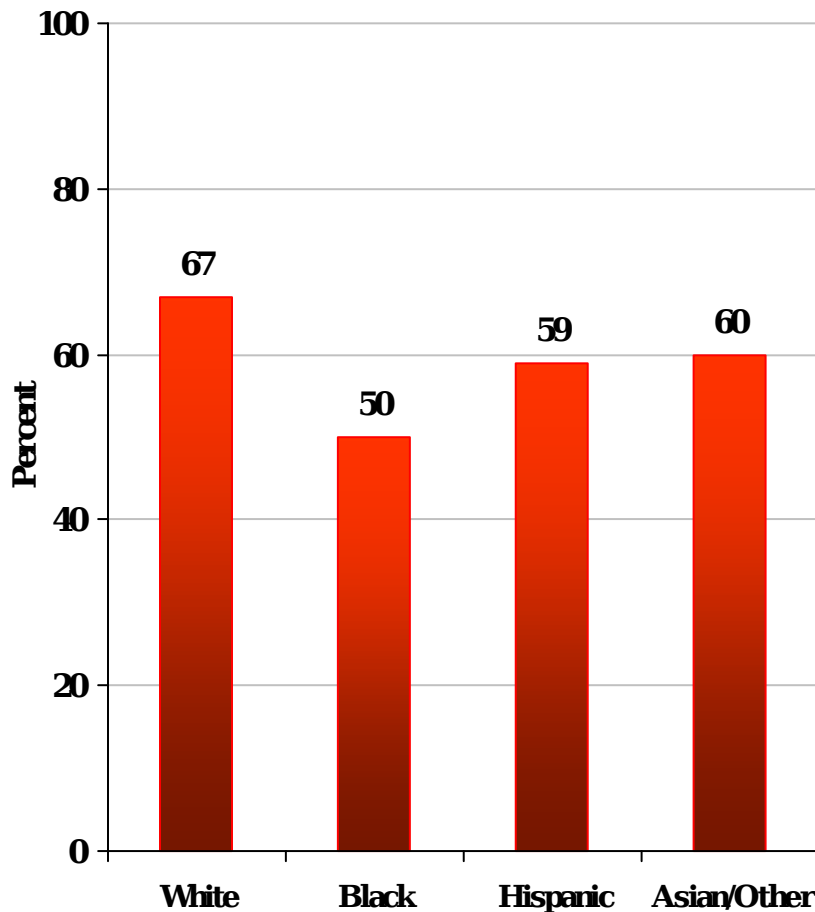


Responses of those who chose "Don't know/ Not Applicable" not included.

# Navy's Senior Leadership Support for PRST

## Diversity: Race and Gender

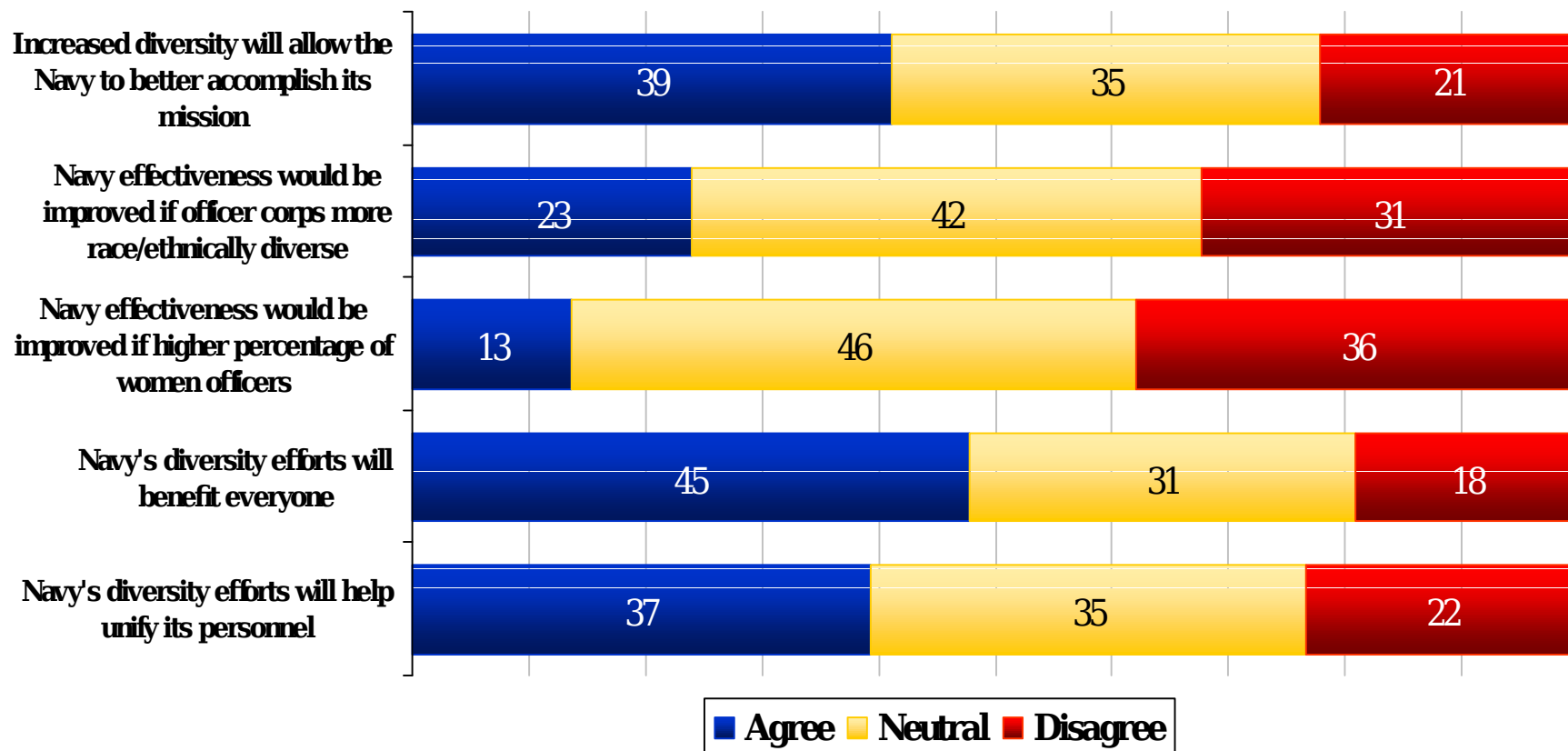
Percent "Agree" or "Strongly Agree"



# Diversity: Organizational Impact

NPRST

## All Officers

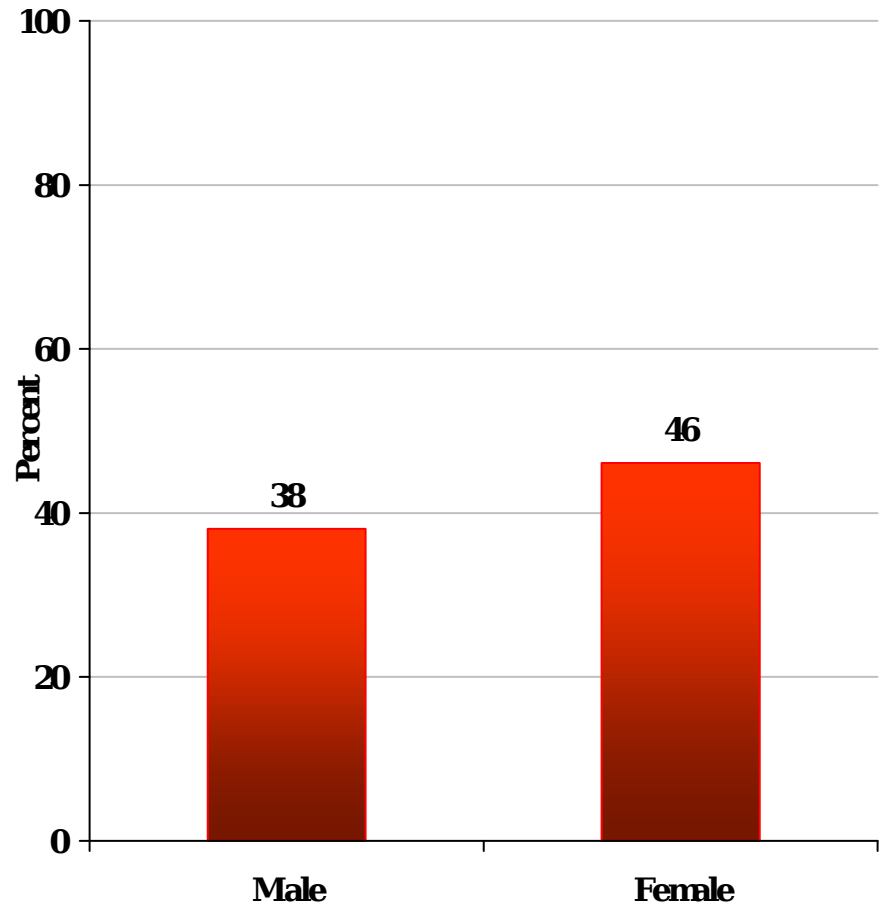
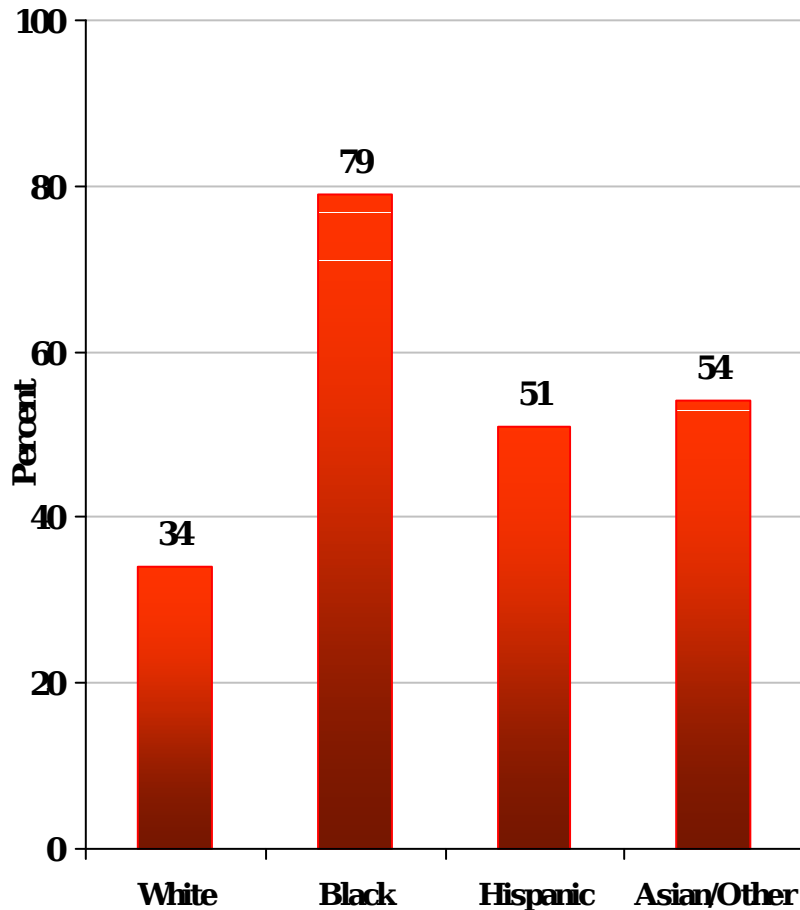


Responses of those who chose "Don't know/ Not Applicable" not included.

# Increased Diversity Will Allow Navy to Better Accomplish Its Mission: Race and Gender

*NPRST*

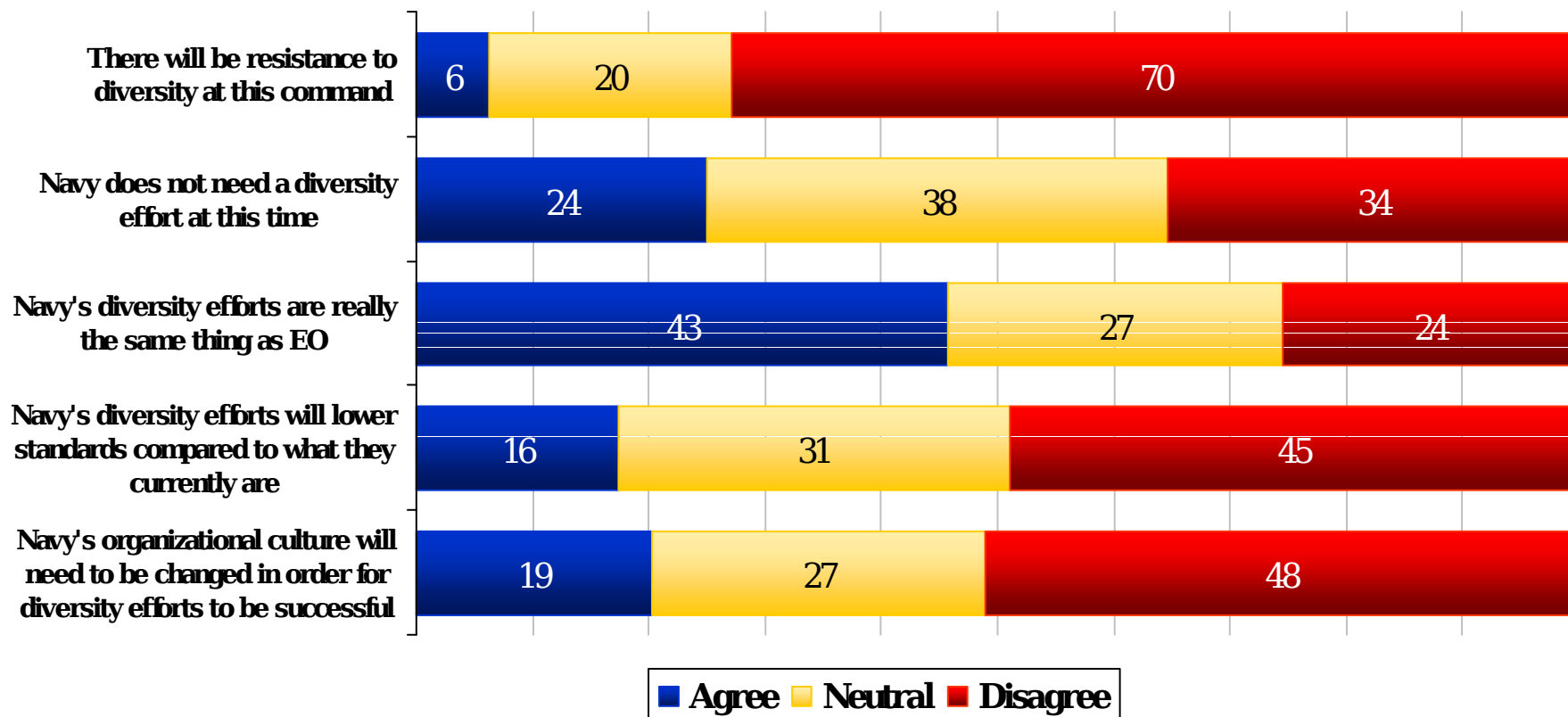
Percent "Agree" or "Strongly Agree"



# Resistance to Diversity

NPRST

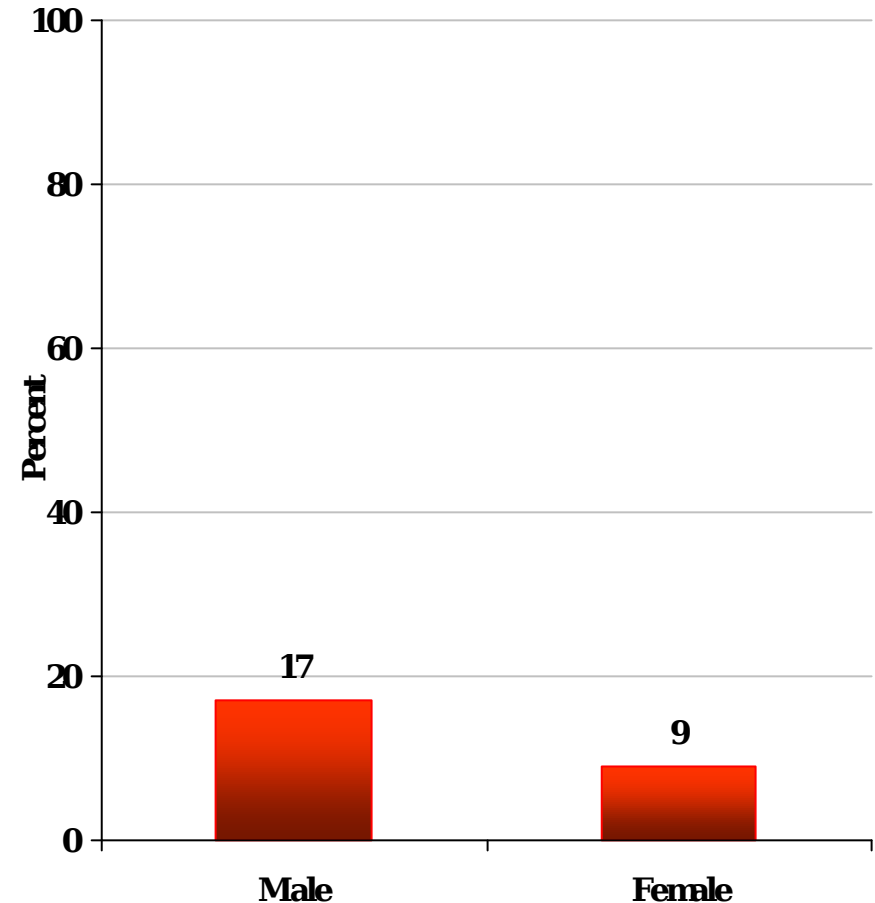
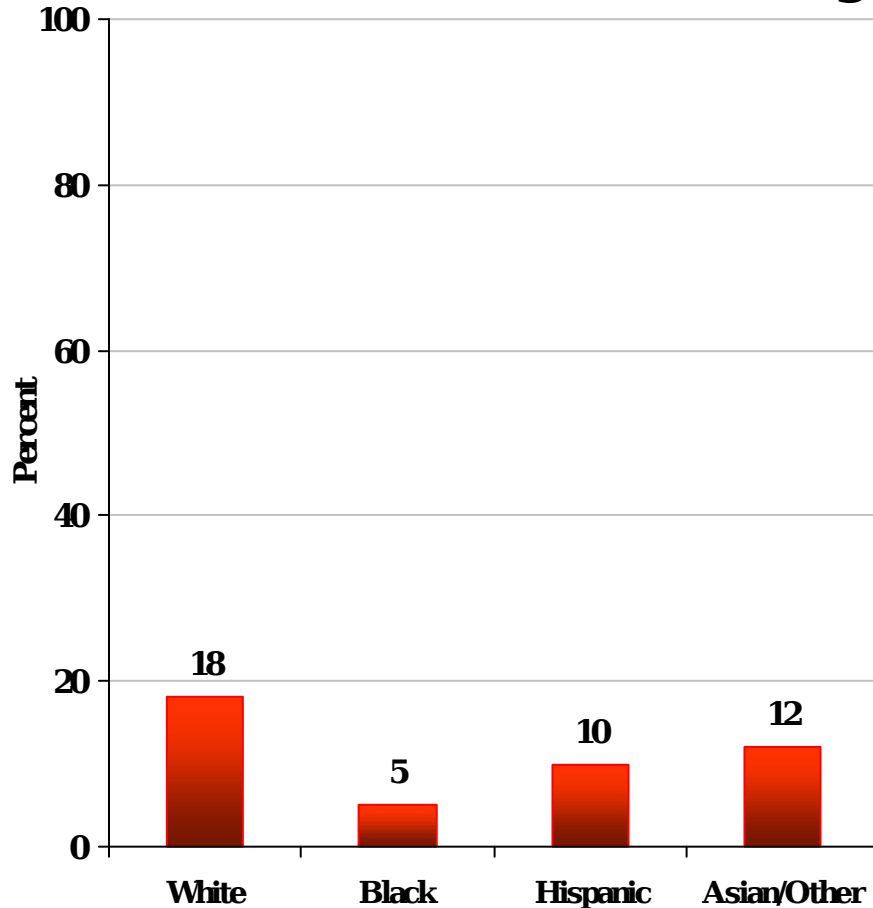
## All Officers



Responses of those who chose "Don't know/ Not Applicable not included"

# Navy's Diversity Efforts Will Lower Standards: Race and Gender

*NPRST*

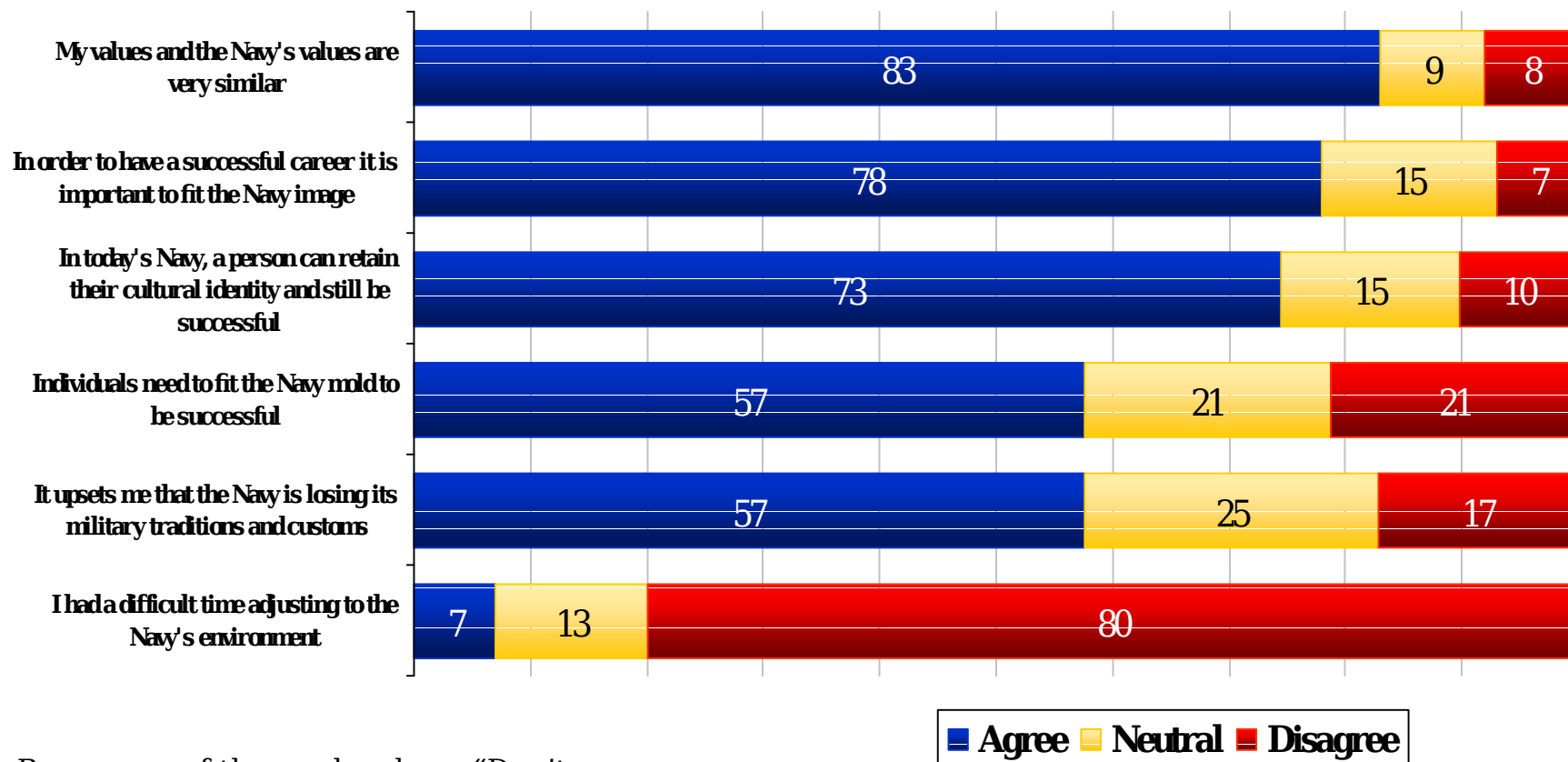




# Culture/Values

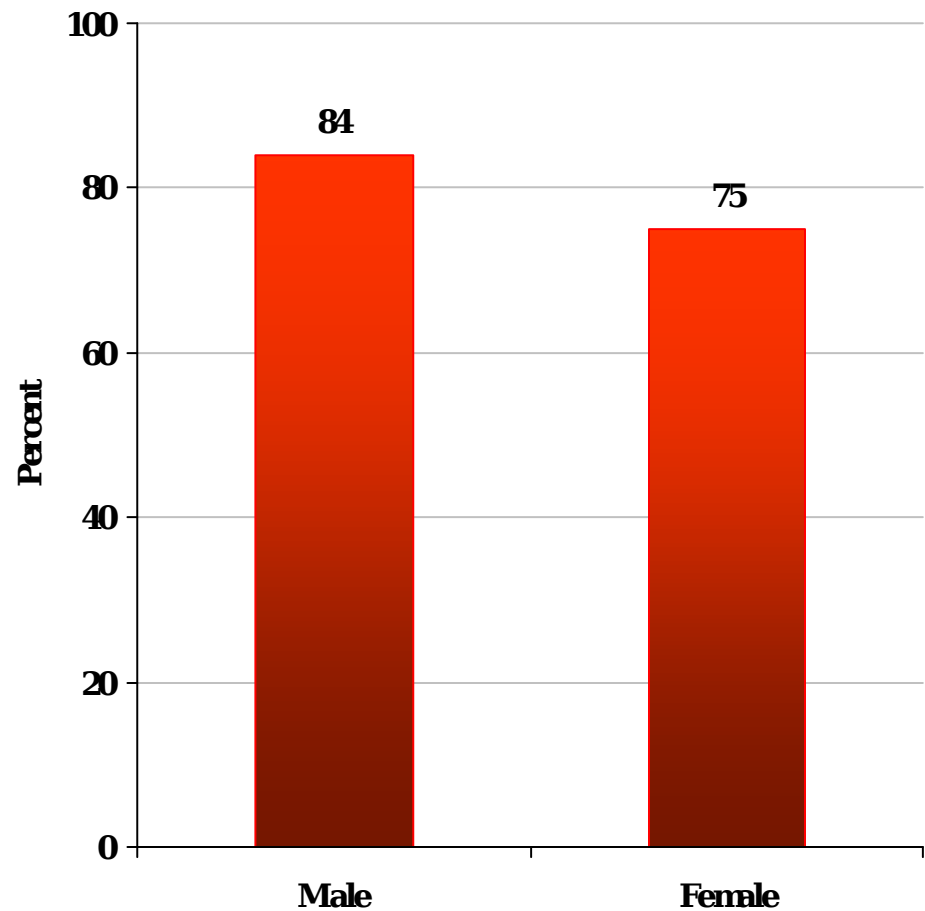
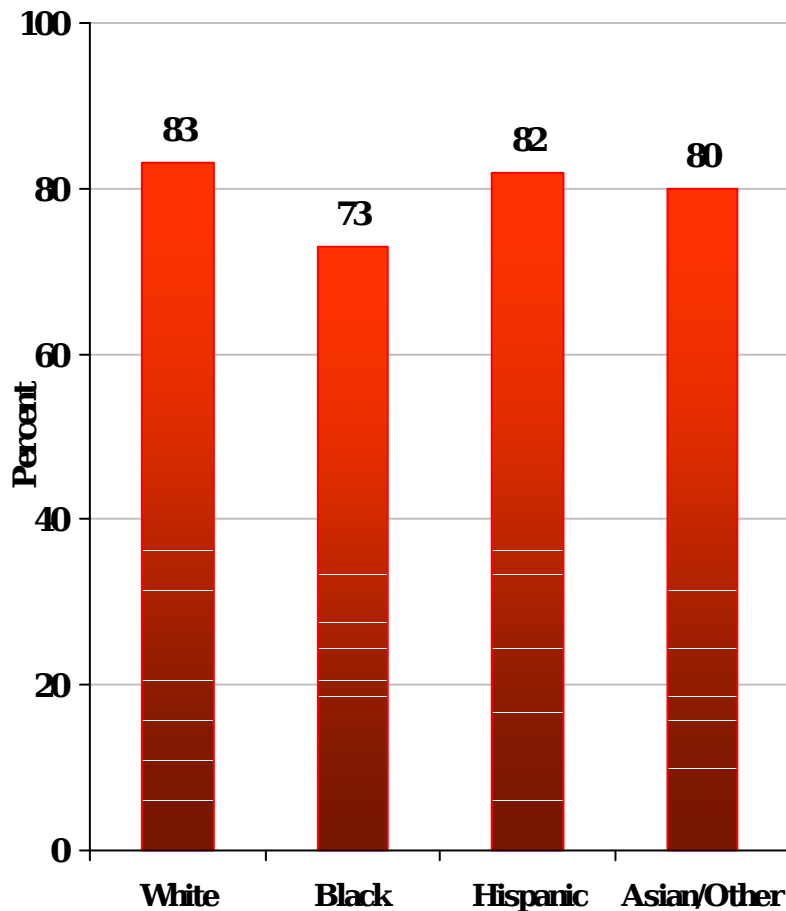
NPRST

## All Officers



Responses of those who chose "Don't know/ Not Applicable" not included

# My Values and the Navy's Values *NPRST* Are Very Similar: Race and Gender

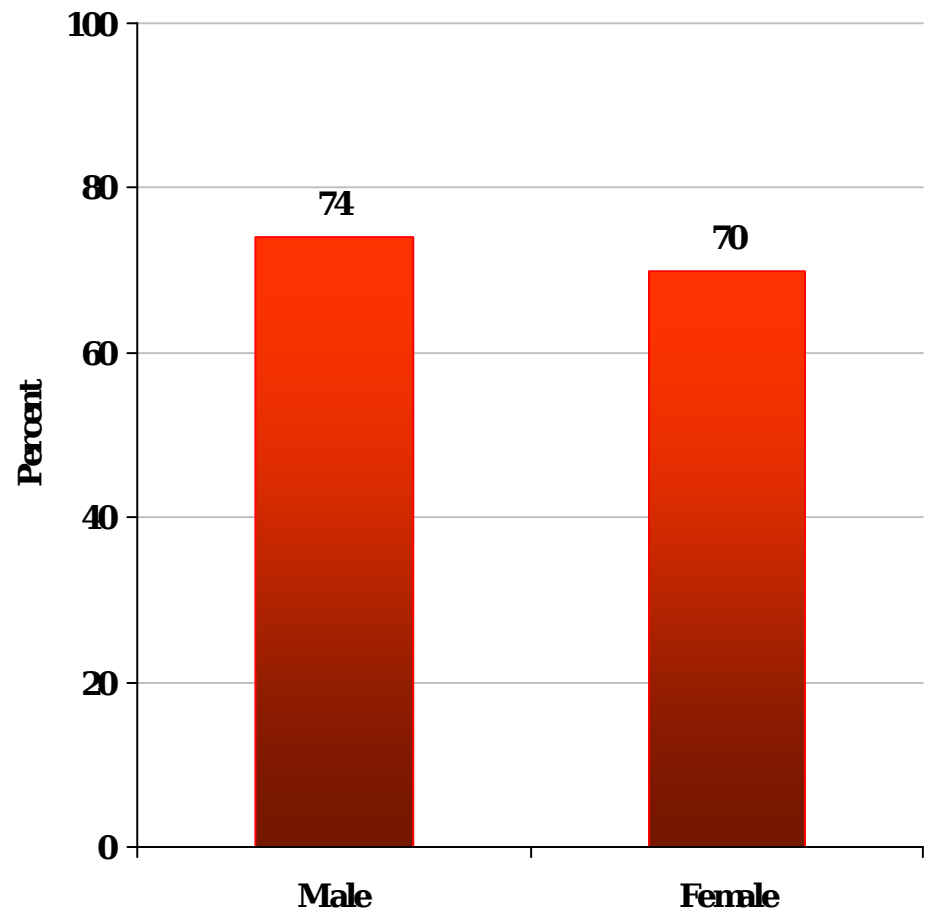
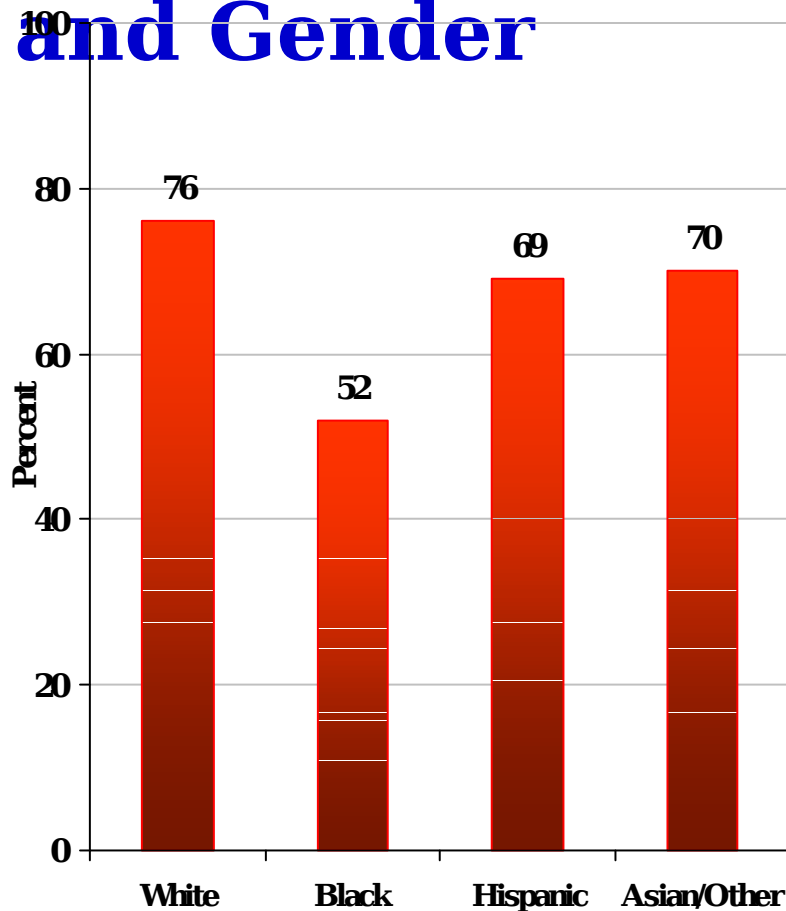


# A Person Can Retain Their Cultural

*NPRST*

## Identity and Be Successful: Race and Gender

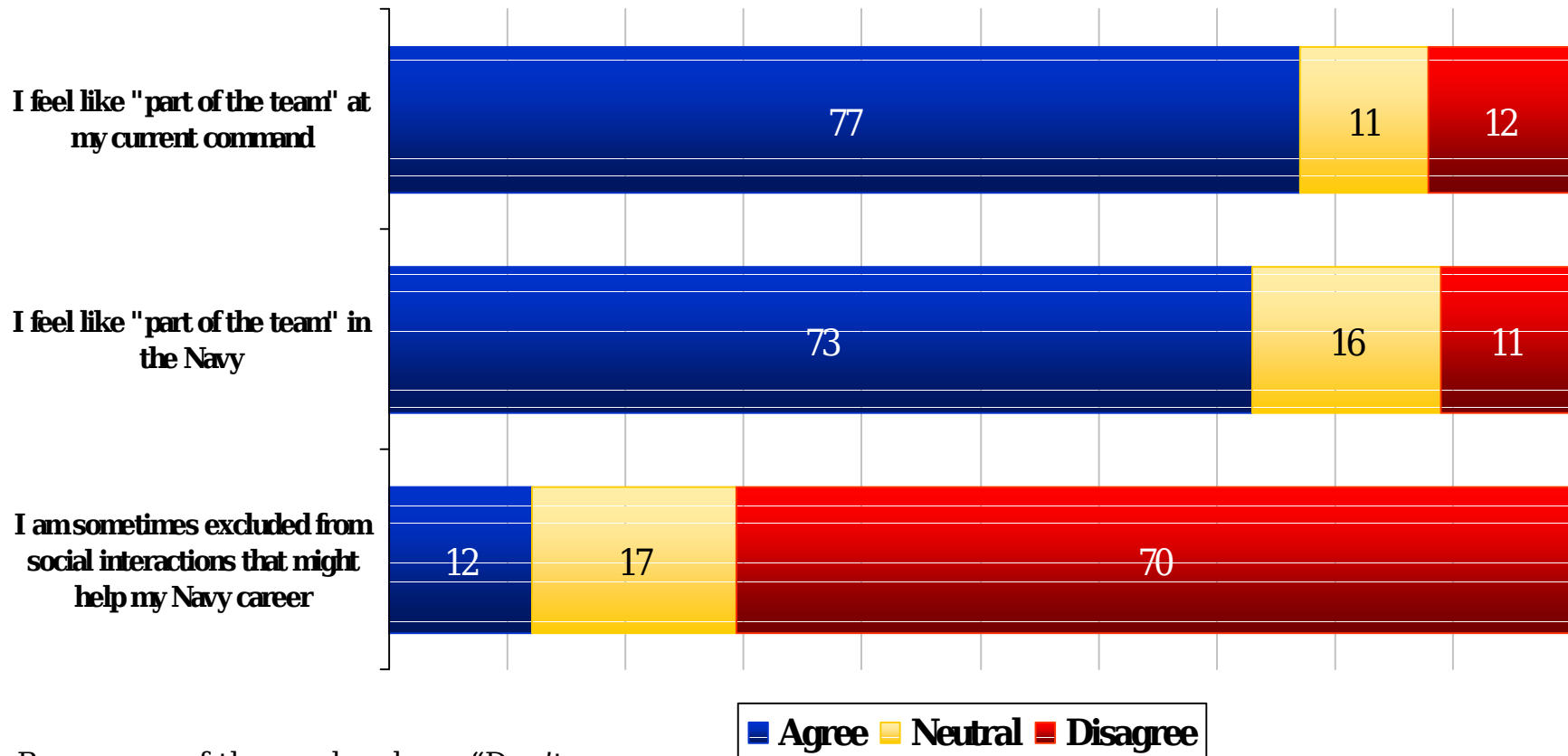
Percent "Agree" or "Strongly Agree"



# Being Part of the Team

NPRST

## All Officers

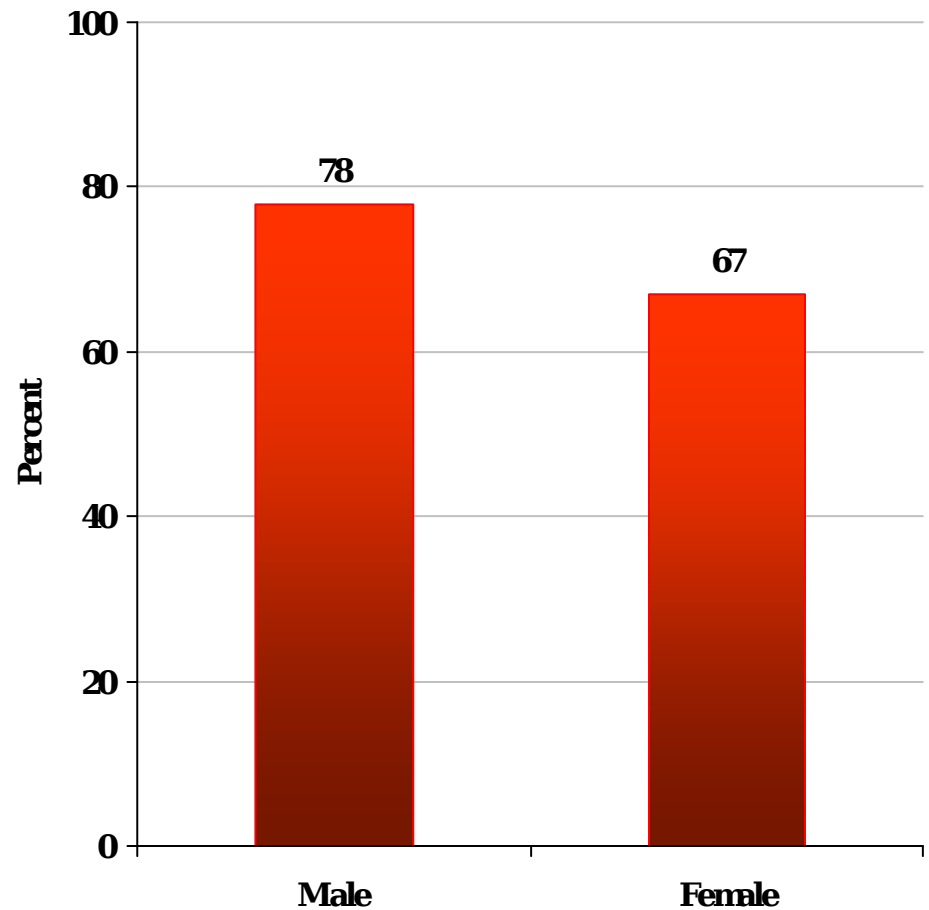
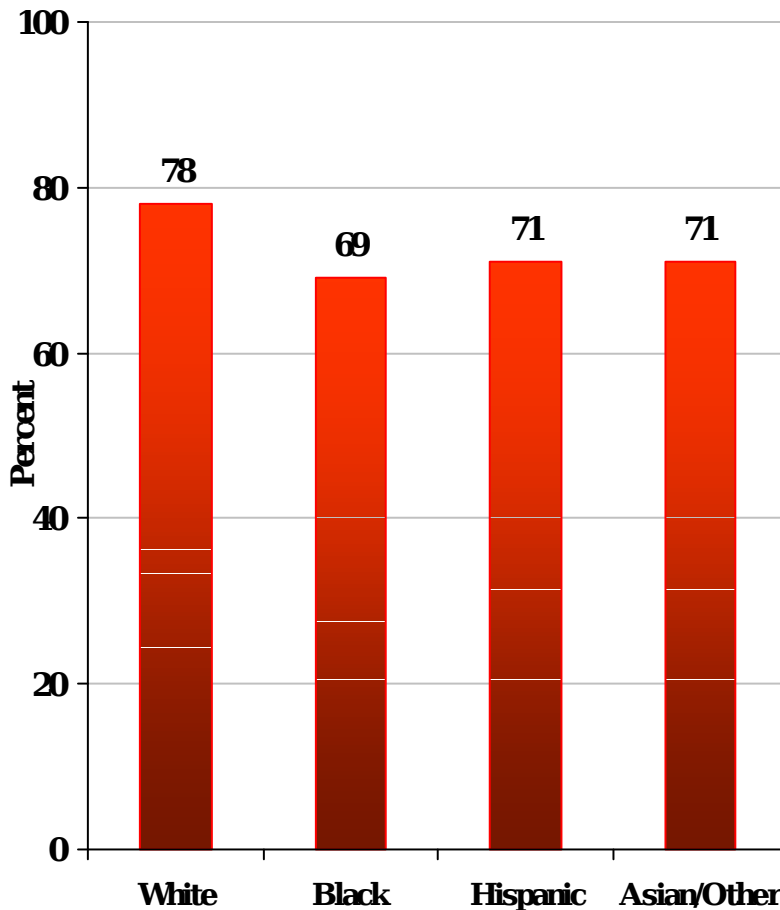


Responses of those who chose "Don't know/ Not Applicable" not included.

# I Feel Like “Part of the Team” at *NPRST*

## My Current Command: Race and Gender

Percent “Agree” or “Strongly Agree”

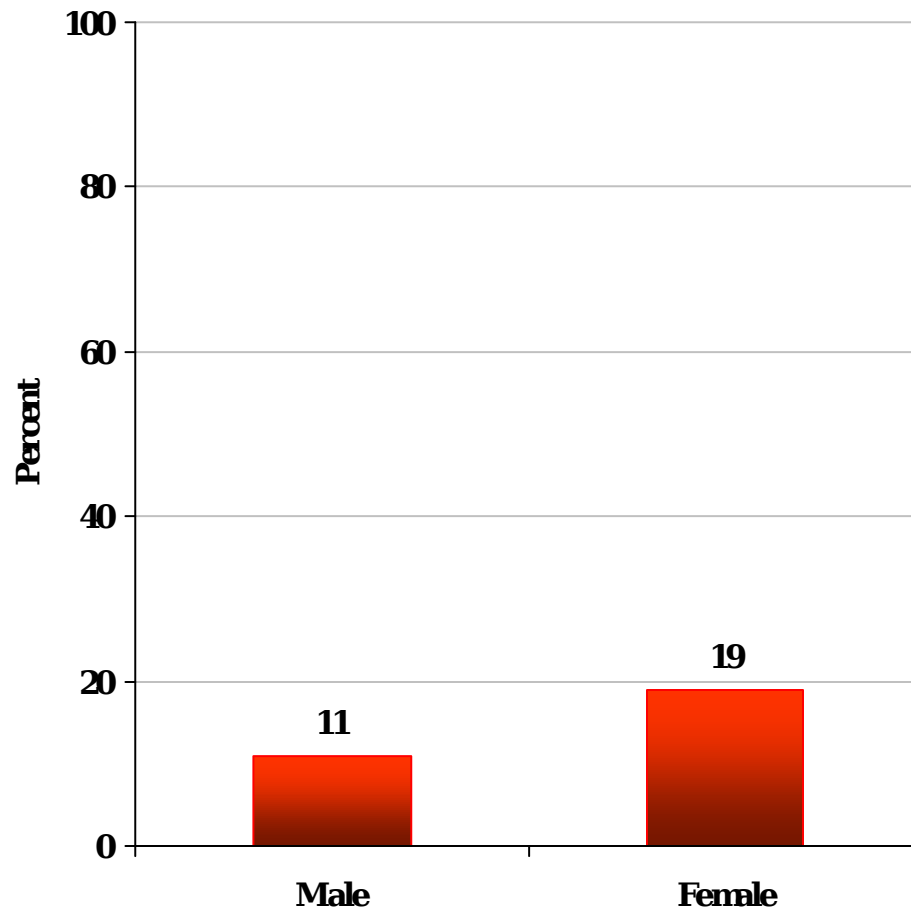
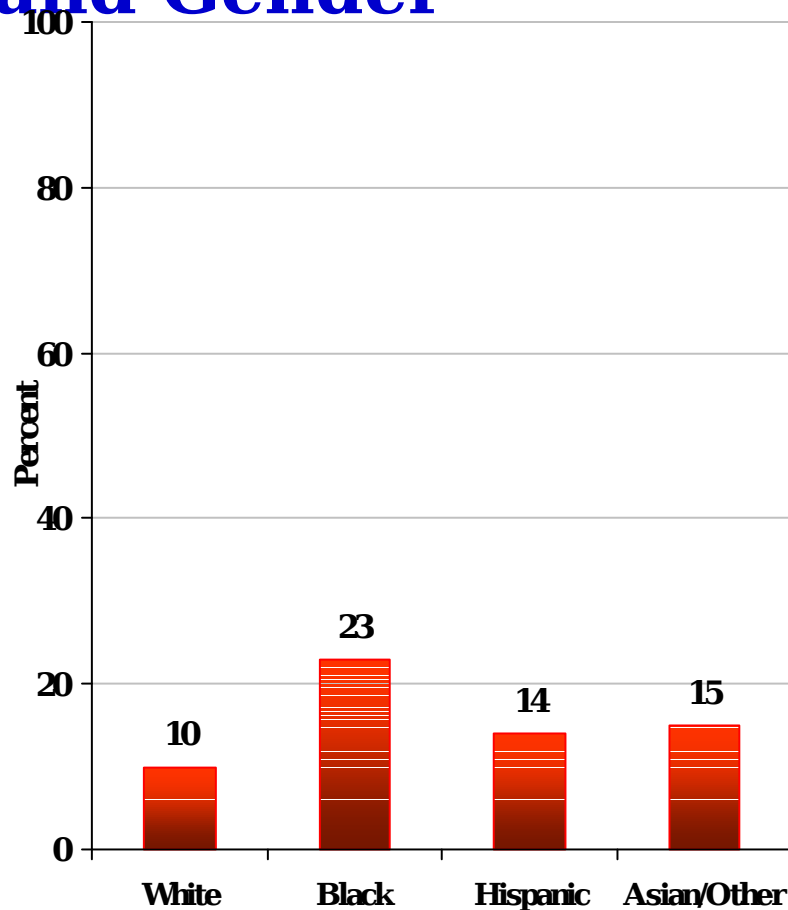


# I'm Sometimes Excluded From Social Interactions

NPRST

## That Might Help My Navy Career: Race and Gender

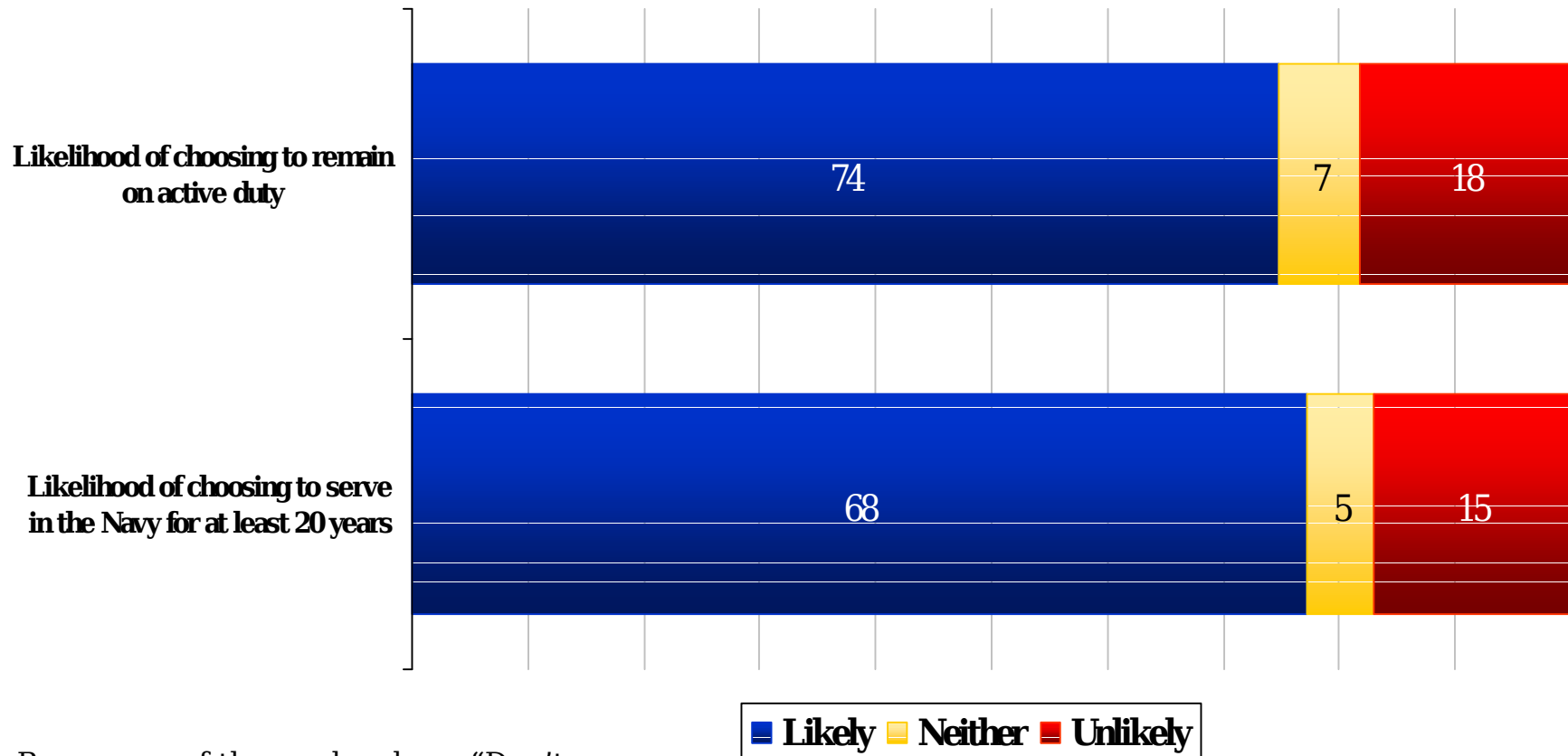
Percent "Agree" or "Strongly Agree"



# Career Intentions

NPRST

## All Officers

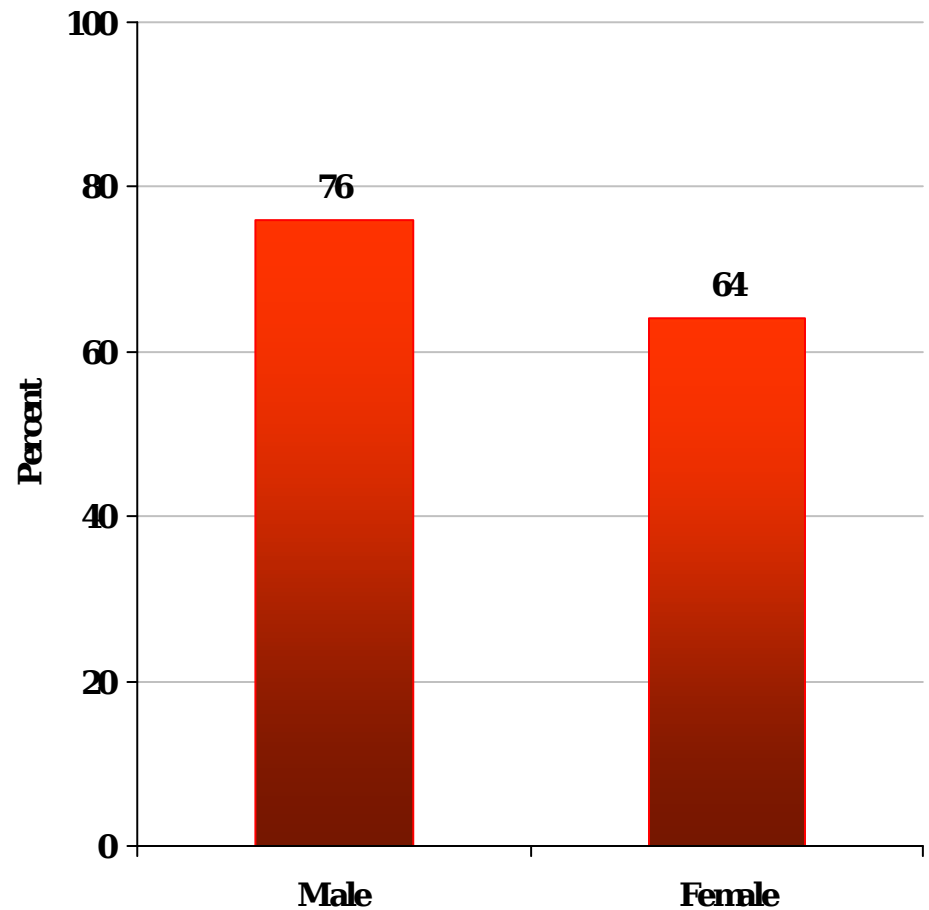
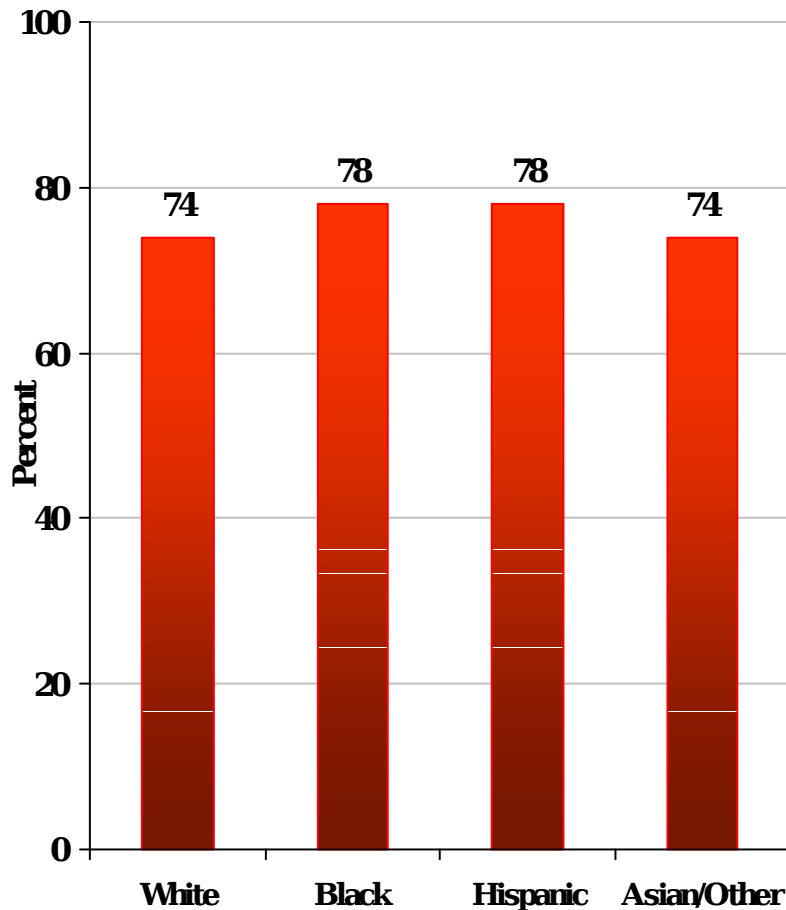


Responses of those who chose "Don't know/ Not Applicable" not included.

# Likelihood of Choosing to Remain on Active Duty: Race and Gender

*NPRST*

Percent “Likely” or “Very Likely”



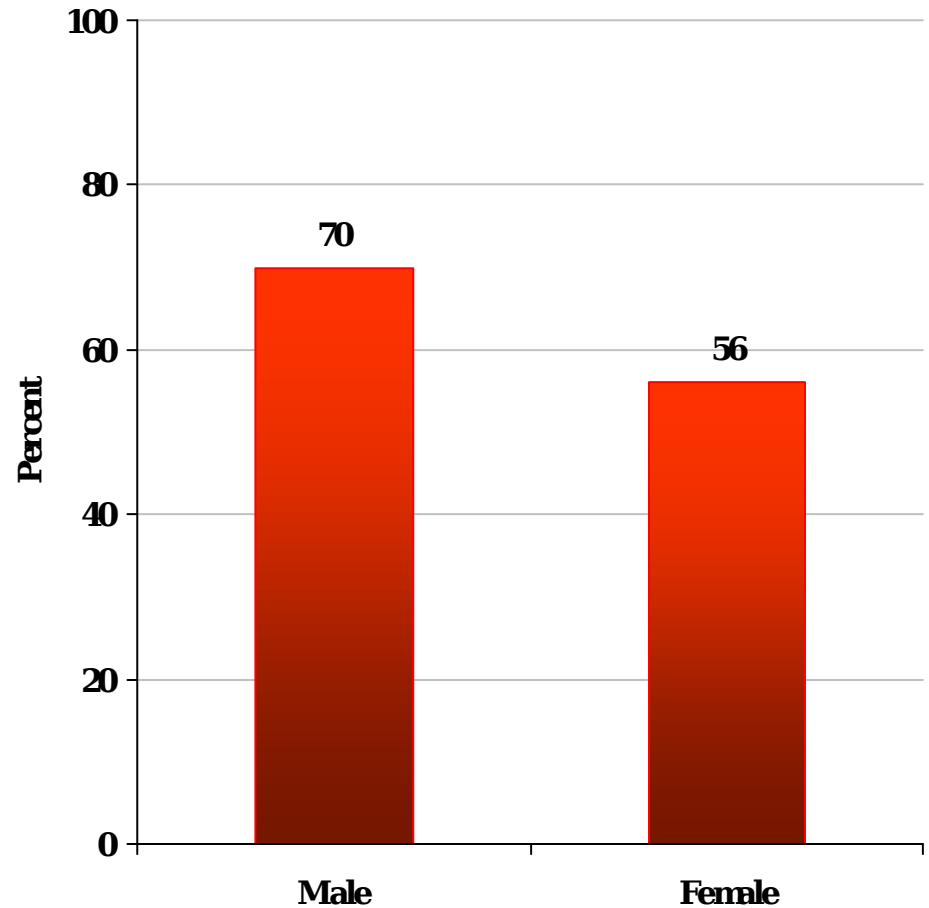
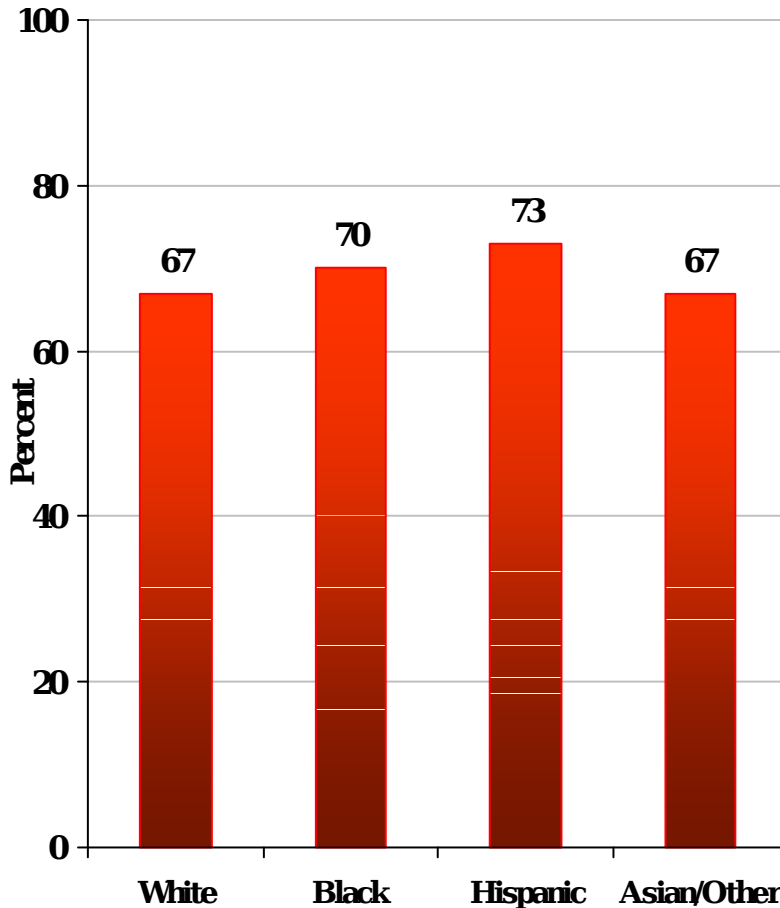


# Likelihood of Choosing to Serve in the Navy For at Least 20 Years:

## Race and Gender

*NPRST*

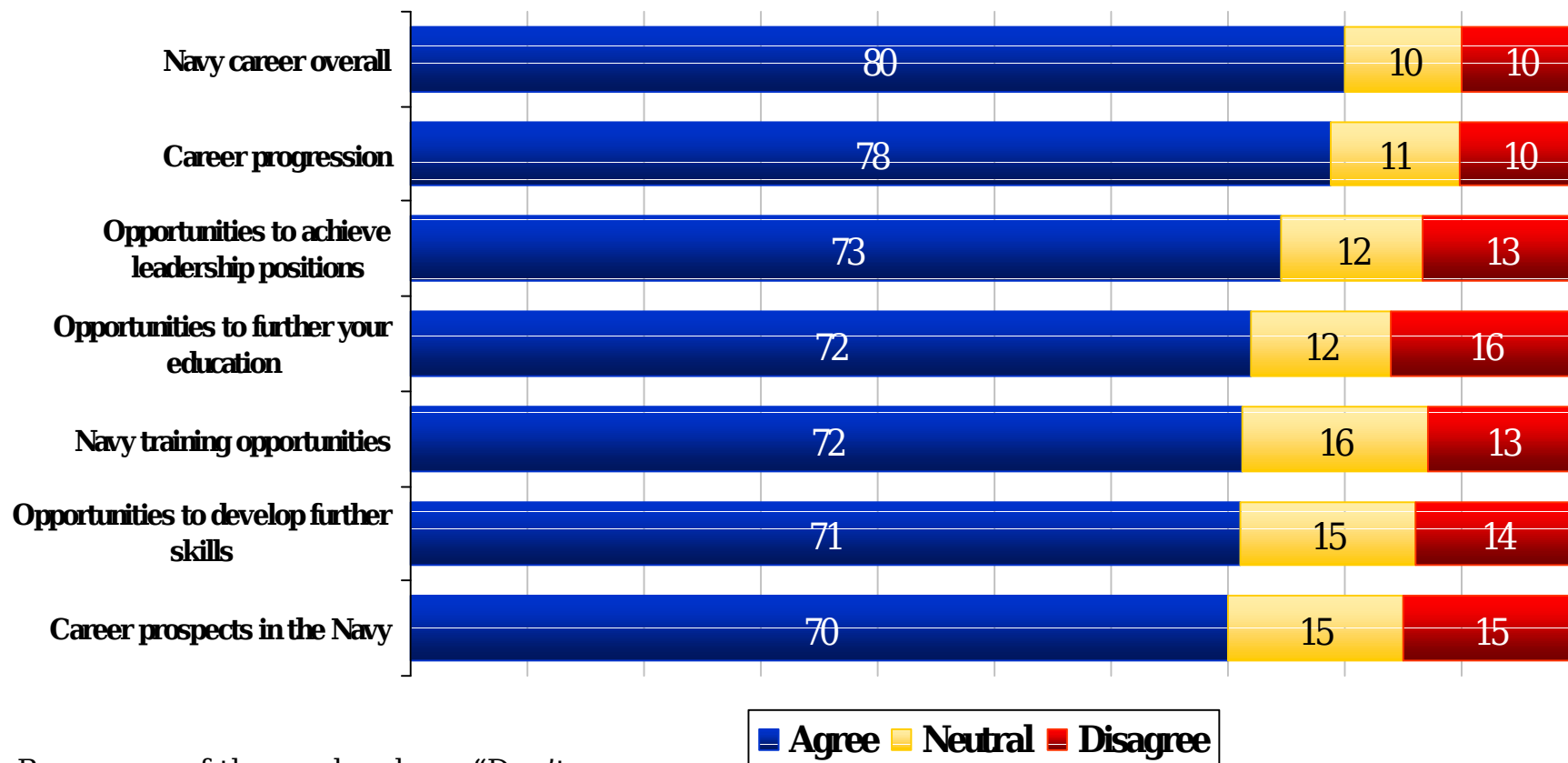
Percent “Likely” or “Very Likely”



# Career Satisfaction

NPRST

## All Officers

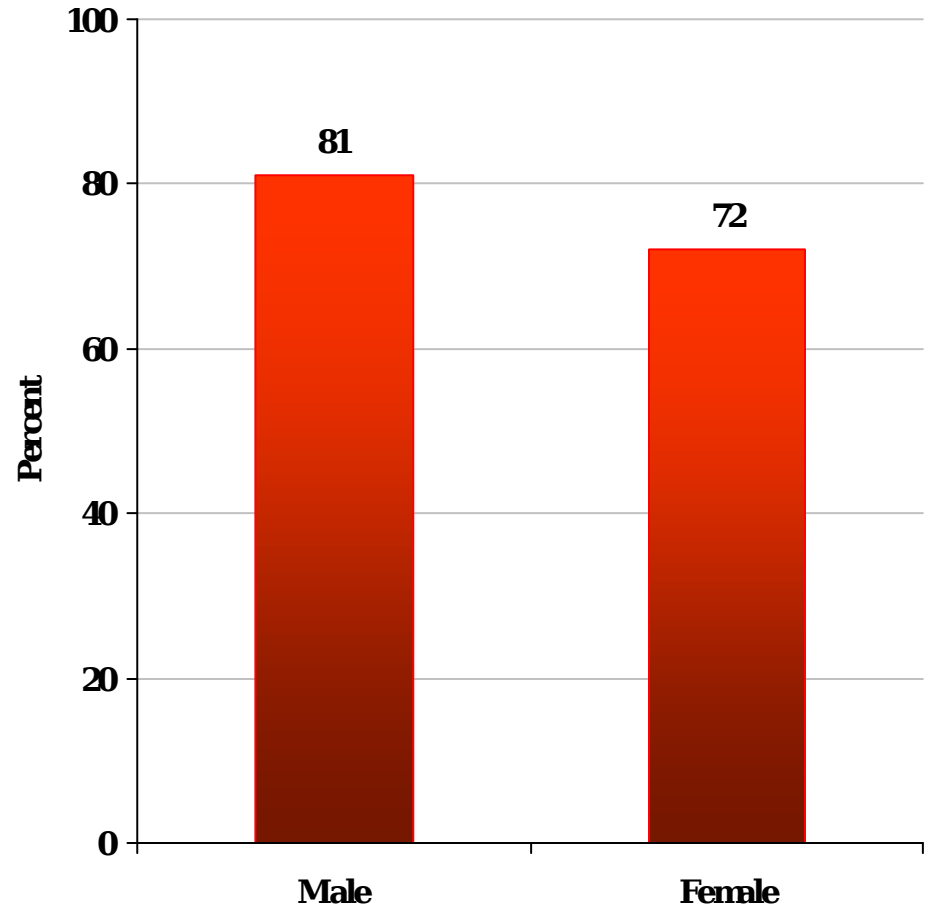
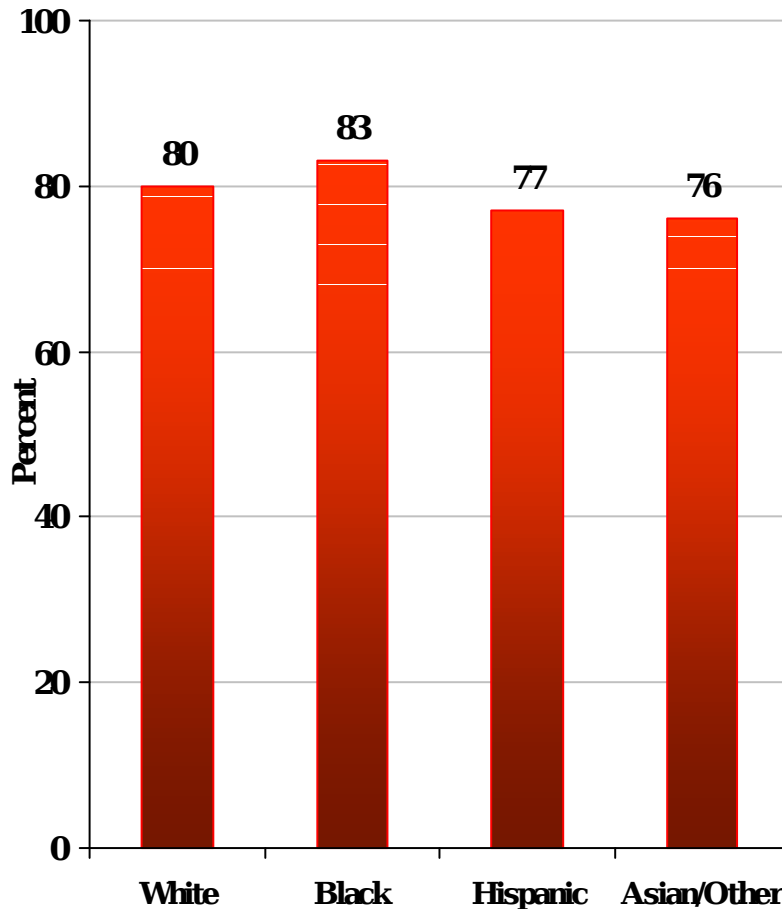


Responses of those who chose "Don't know/ Not Applicable" not included.

# Navy Career Overall: Race and Gender

*NPRST*

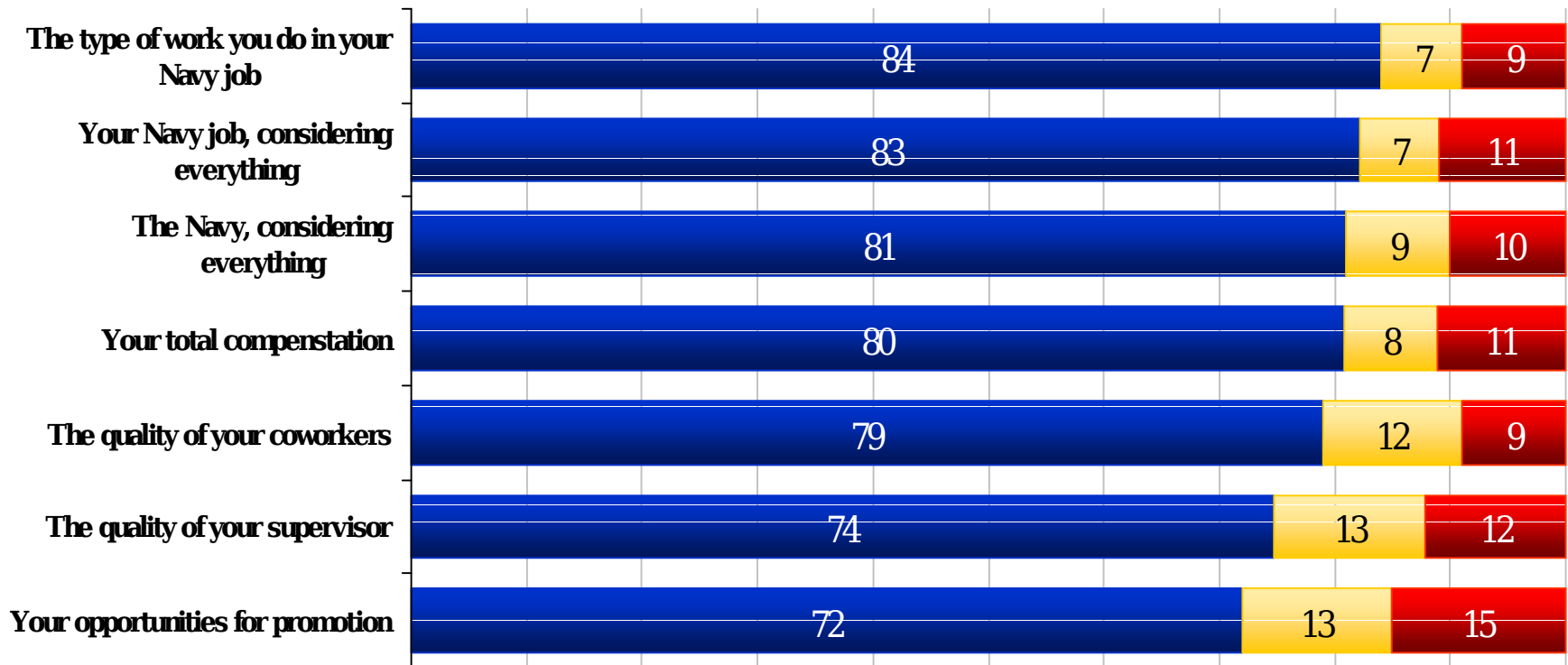
## Percent “Agree” or “Strongly Agree”



# Navy Satisfaction

NPRST

## All Officers



■ Satisfied ■ Neutral ■ Dissatisfied

Responses of those who chose "Don't know/ Not Applicable" not included.

# Satisfaction with the Navy, Considering Everything: Race and Gender

**NPRST**

**Percent "Agree" or "Strongly Agree"**

